

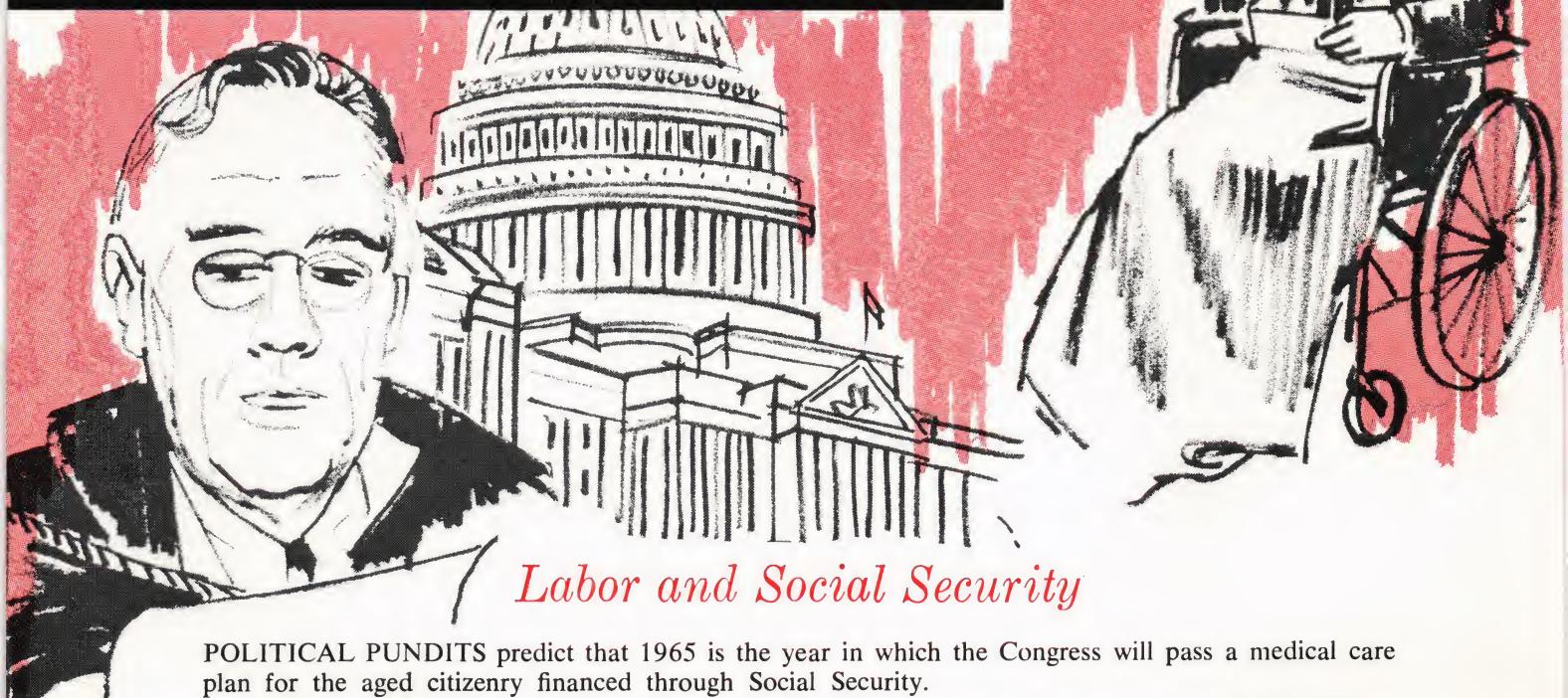
JANUARY, 1965

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



Peaks that Must Be Conquered!

LABOR'S PLACE IN HISTORY



Labor and Social Security

POLITICAL PUNDITS predict that 1965 is the year in which the Congress will pass a medical care plan for the aged citizenry financed through Social Security.

If their prediction is correct, what emerges from the congress will be an extension of Public Law 271, the original Social Security Act, passed by the 74th Congress and signed by the late President Franklin D. Roosevelt on August 14, 1935.

This was a three-point program:

1. An unemployment compensation program on a federal-state cooperative basis.
2. A federal program of old age pensions based on a payroll tax.
3. A program of assistance for the needy, for the blind, aged, dependent children and disabled, and funds for maternal and child health services, child welfare and related purposes.

If Medicare is added to the Social Security program, it will come on the 30th anniversary of the original act. And it will have overcome the age-old argument put up by reactionaries fighting progressive legislation—states rights.

It was on that premise—states rights—that the original Social Security Act was fought and saved only by a split decision of the Supreme Court.

An Alabama company sought to recover \$46.14 from the Collector of Internal Revenue Service, money paid in Social Security taxes.

Before the Supreme Court, lawyers representing the Alabama company argued that the Social Security Act was an invasion of states rights. The majority opinion of the Supreme Court disagreed.

On May 25, 1937, the Court handed down its opinion which even then exposed the fallacy of those who fight medicare today.

Said Justice Benjamin Cardozo, ". . . Every dollar of the new taxes will continue in all likelihood to be used and needed by the nation as long as states are unwilling, whether through timidity or for other motives, to do what can be done at home . . ."

The Kerr-Mills substitute for Medicare through Social Security bears out Justice Cardozo's remarks.

Offered on a voluntary basis of joint participation with the federal government, Kerr-Mills has been ignored by many states, proved woefully inadequate in states where it was instigated.

Putting Medicare on a pay-as-you-go basis, through payroll tax credited to one's social security account for use against medical expense in old age, will underscore Justice Cardozo's remarks 27 years ago, when he said:

"On the other hand, fulfillment of the home duty will be lightened and encouraged by crediting the taxpayer upon his account with the Treasury of the nation to the extent that his contributions under the laws of the locality have simplified or diminished the problem of relief and the probable demand upon the resources of the (public treasury)."

As organized labor was a principle supporter of the original Social Security Act, it is today the principle force behind passage of an act placing medicare care for the aged under the Social Security System.

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THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Vol. No. 62, No. 1

January 1965

Teamster Executive Board Holds Winter Meeting	4
<i>Board places emphasis on responsible bargaining</i>	
Teamster Membership at New High	6
<i>November figure hits 1,762,100</i>	
Teamster Lawyers Hold Annual Meeting	7
<i>Hear officials from Labor Board</i>	
Teamster Local Helps Train Parolees	12
<i>Instructs inmates in truck driving</i>	
Fred Tobin Announces Retirement	14
<i>Completes 32 years with International</i>	
Repeal of Section 14(b) Labor's Target	16
<i>Anti-labor law number one goal</i>	

On Page 22, a SPECIAL REPORT

Higher Interest Rates To Hit Nation's Consumers



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

17 OCTOBER 17

POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)



FROM the FIELD

Rank-and-File Give Overtime

Some 39 members of Teamster Local 639 in Washington, D.C., recently gave their total overtime pay for a week, \$225, to the United Fund.

Furman O. Jenkins, shop steward at Freightways, Inc., commented that the drivers believed "in helping to keep the wheels turning in the direction of a good cause."

Local Donates \$5,000 to Fund

The Labor-Management Charitable Foundation of Teamster Local 688 in St. Louis, Mo., donated \$5,000 this year to the United Fund.

Altogether, the local union has allocated 14 such charitable gifts to various organizations in St. Louis this year.

Member Keeps Busy at Jobs

James Solomon, a member of Teamster Local 606 in Los Angeles, Calif., also has other occupations to his credit.

When not working as a construction driver, Solomon gives shooting exhibi-

tions for Daisy Firearms, works as a technical advisor for western movies, and sometimes takes on acting roles, too. He always plays the villain.

In his spare time, Solomon conducts a fight to correct the present inadequacies in the driver responsibility law which keeps faulty equipment citations on the driver's record.

Peters Honored At Testimonial

More than 1,000 persons attended a testimonial dinner for Donald Peters, president of Teamster Local 743 in Chicago, with \$66,891 raised in funds for the American Medical Center at Denver, Colo.

The medical center, founded in 1904 as the Jewish Consumptives Relief Society, is a free, non-sectarian hospital that accepts and treats patients with advanced and recurrent cancer.

Three Officials Retire Together

More than 300 persons honored 3 officials retiring from Teamster Local 471 in Minneapolis, Minn., with a banquet recently.

The occasion was the ending of

union careers for George Bergquist, Ernest Donaghue, and Ray Johnson.

Bergquist, a Teamster since 1923, retired as secretary-treasurer of the local union. Donaghue and Johnson had served as business agents for 23 and 27 years respectively.

Purvis Dies In Northwest

George R. Purvis, secretary-treasurer of Teamster Local 501 in Vancouver, Wash., died recently following a heart attack.

Purvis had been a Teamster Union member for 21 years serving the local union as president and business agent prior to his election as secretary-treasurer in 1958.

He served once as an organizer for the Rocky Mountain area out of Denver.

Indiana Local Plans Paper

Teamster Local 135 in Indianapolis, Ind., has announced plans to publish a new monthly newspaper to be called, "The Indiana Teamster."

Lloyd Reisner, Local 135 president, said the new Teamster publication will go to 11,500 members.

Teamster Races Car to Lizzie

Bill Boldt, off-time race driver member of Teamster Local 692 in Long Beach, Calif., and winner of a 1962 U.S. sports car racing title, says roads in Mexico are too rough.

Boldt entered the annual Coast-to-Coast Mexican Road Race last November and while he won the first half of the first leg in the Veracruz-to-Acapulco run, he never finished the grind. The reason: his car literally fell to pieces after averaging 95 miles an hour for the first 2 hours and 3 minutes.

Boldt, who was shaken when a Mexican doctor wrote the Teamster's blood type on the back of his helmet in large letters before the start of the race, arrived in Pueblo—the first stop—with a locked transmission, the rear underpan ripped loose, a tear in the sidewall of a 6-ply tire, and a punctured gas tank.

Boldt said he'll try again next year.

Message of the General President

Give the Election Meaning

AS WE BEGIN the New Year, I would like to take this opportunity to express my thanks to all you who worked so diligently through our DRIVE units to help us realize many of our objectives in the Presidential election just past.

It is because of the kind of work that you did that we can look forward to a new year without the fears which would have prevailed had the results been different. And because we are a trade union movement, I admit that the credit is hardly given before it becomes necessary to issue the challenge for the future.

If the election is to have meaning for us in the trade union movement, we must keep up the momentum and work to accomplish our legislative goals.

Number One objective of labor now is repeal of Section 14(b) of the Taft-Hartley Act which gives the various states the right to outlaw the union shop with so-called "right-to-work" laws. This anti-labor section of the law must be repealed, and it will be done only if the rank-and-file makes it its business to let Congress know that union members want it repealed.

As we begin the new year, there is great hope that the Congress will pass a medical care bill for the aged through the Social Security System. This has long been one of the priority items on the International Brotherhood of Teamsters' legislative list.

Here again, it will be necessary for the rank-and-file to take the kind of action which convinces Congressmen and Senators that medical care for the aged through Social Security is the will of the electorate.

Many other important legislative objectives are outlined in this issue of the *International Teamster*. All of them are extremely important to you as trade union members and as citizens of this great country.

Too many times, history tells us, working people have done yeoman work to elect public officials with good labor records, only to stop political efforts after those men are in office. Too many times, election victories have lost their meaning when elected public of-



ficials find that our political activity has become apathetic until the next election.

It is, therefore, extremely important that we take certain action.

If you are not a member of DRIVE through your local union, you must join and become active in that group. Check with your shop steward. He'll sign you up.

You must discuss the issues with your fellow union members and with your neighbors. Encourage them to write to their Congressmen and Senators urging passage of laws which benefit the working man and women—medicare, shorter work weeks, and repeal of Section 14(b).

And, most important of all, you yourself must sit down and write to your Congressmen and Senators urging them to take the action necessary to transpose the election mandate into reality.

All of labor's representatives will be busy here in Washington, D. C., doing their part to bring about the kind of legislative action which will give the election victory meaning.

But they will need your help. You can help if—after working to elect our friends—you keep in contact with those friends.

Certainly those who oppose what we seek to achieve in the legislative arena will be busy. It is up to you to see that our enemies do not convert our friends, because when they do—last November will be just another election victory which slipped through the hands of the working people of the Nation.

A large, handwritten signature in black ink that reads "James R. Hoffa". The signature is fluid and cursive, with a prominent "J" at the beginning.

STATE OF THE UNION

General Executive Board Holds Winter Meeting

RESPONSIBILITY in collective bargaining was the theme woven through deliberations of the regular quarterly meeting of the Teamster general executive board last month in Acapulco, Mexico.

General President James R. Hoffa, General Secretary-Treasurer John F. English, and the international union vice presidents reviewed all strike activity by International Union affiliates, and Hoffa reported to the executive board that work stoppages in the union are at an all-time low.

Hoffa, declaring that the executive

board's reemphasis of responsibility in bargaining in no way impedes legitimate demands by local unions, stated that uninvolved members will not be asked to support a strike in which a reasonable settlement has been offered.

"We cannot ask our members to suffer economic hardship supporting a strike by a local which seeks exorbitant increases and outlandish fringe benefits," Hoffa declared.

The executive board members expressed unanimous support for this policy.

Meeting separately with International Union organizers, Hoffa, English, and the vice presidents spelled out the emphasis on collective bargaining responsibility, and reminded International Union representatives that they might have to take unpopular positions in recommending acceptance of reasonable contract offers where parties in a local union are seeking increases which are out of line.

The executive board made it clear that its policy in strike situations is not to be interpreted as softness by

International Brotherhood of Teamster general executive board in its winter session. Clockwise, beginning lower left, Frank Fitzsimmons, Murray Miller, John Backhus, Sidney Zagri, legislative director (behind Backhus), Joseph Diviny, Harry Tevis, Joseph Konowe (assistant to President Hoffa),

Alice Buskey (Hoffa's secretary), President James R. Hoffa, General Secretary-Treasurer John F. English, Thomas Flynn, Einar Mohn, Gordon Conklin, Harold Gibbons, and John O'Rourke.



employers seeking to secure substandard agreements or by employers whose workers are newly-organized and seeking their first contract.

Said Hoffa:

"What we are seeking to do is put the brakes on illegal strikes which can and do result in lawsuits and strikes which penalize members who take an adult approach at the bargaining table."

He continued:

"We always have been and always will be a militant union, and any employer who thinks otherwise is in for a surprise. Our entire manpower and financial resources are readily available in all cases of newly organized workers seeking an agreement, in all contract reopenings, and in situations requiring union action to protect members' job rights and job security."

Discussing the peril of lawsuits—a wide door opened up by the Landrum-Griffin Act—the executive board held a long discussion on suits which could have been avoided had local union officials and their lawyers conferred in advance with the International Union Legal Department in Washington, D.C.

Both Hoffa and English made it clear that they would do all in their power to advise local unions so that the union treasury will not be depleted by damage suits which can be avoided, suits which syphon off money which can be used for new organizing and for strike benefits.

Discussing recent strikes and their results, Hoffa reviewed the need for national contracts with national concerns.

"We are no longer living in an era in which a local union can alone shut down a unit of a national concern and expect to exert economic pressure," Hoffa said.

"We have already seen national firms close down a struck local warehouse and make deliveries from a central warehouse which supplies the firm's outlets as far away as 500 miles in any one direction. And once a warehouse is closed, it is never opened again, thus eliminating those jobs forever."

"No matter how competent and experienced local union officials may be in strike situations, the economics of dealing with national concerns makes those officials effective only when operating under a national agreement," Hoffa warned.

With strike activity at an all-time low, with membership at an all-time high, and with union business up to date, the general executive board held its first one-day session in the history of the Hoffa-English administration.

The board used the additional free

time to attend the 12th annual meeting of the International Conference of Teamster Lawyers, which convened in a four-day session.

The activities of the lawyers meeting is reported elsewhere in this issue of the *International Teamster*.

New Area Tank Truck Pact Covers 5,000 Teamsters

A new 3-year contract covering nearly 5,000 tank truck drivers, riders, and maintenance employees in the Central Conference of Teamsters went into effect recently.

Covering mostly Teamsters employed by petroleum and chemical carriers, the agreement provides 3 annual hourly wage increases of 8 cents each in addition to area differentials which will equalize the pay scales at \$3.44 per hour at the termination of the contract in 1967.

Employer payments to the Central States health and welfare fund were increased from \$3.50 to \$7.30 per week per employee over the life of the contract. Payments to the pension fund will be increased from the present \$6 to \$8 per week per employee in 1967, providing a \$250 monthly income after retirement.

• Montana Dairy Pact

A 4-year agreement covering more

than 110 Teamsters in 5 dairies in Great Falls and 3 in Billings, Mont., has been negotiated.

Considered a start toward a state-wide dairy agreement, the pact provided for a package of nearly 49 cents. The contract also contained a pension allowance, a new vacation schedule and new procedures for settling grievances.

• Pension Fund Total

Trustees of the Western Conference of Teamsters Pension Fund reported recently that the reserves now total \$207 million.

Income to the Pension Fund for the first 9 months of 1964 totaled \$48 million of which \$39 million came from employer contributions and the remainder from interest and dividends.

Total employer contributions to the fund for the year are expected to reach \$56 million.

Distaff Officer Honored



More than 1,200 persons turned out to honor Elsie A. Knight, vice president of Teamster Local 832 in New York City, with a testimonial dinner. On the dais as the invocation was given by Bernard Adelstein, president of Teamster Local 813, were (left to right): Elizabeth McGee, Local 832 secretary-treasurer; Joseph Trerotola, Teamster Local 607 president; Elizabeth Bond, Local 832 trustee; Harold Gibbons, International Vice President; Clara Levine, Local 832 trustee; John J. O'Rourke, International Vice President; Al Weinstock, Local 832 business agent; Herbert S. Bauch, Local 832 president; Adelstein, dinner chairman; Kay O'Brien, Local 832 recording secretary; Elsie Knight; Paul R. Screvane, president of the city council; State Supreme Court Justice Irving L. Levey; Family Court Judge Harold A. Felix, and Frank J. Lucia, sanitation commissioner.

Teamsters Hit New High In Membership



James R. Hoffa



John F. English

THE International Brotherhood of Teamsters has reached another milestone in labor management relations with the release of November, 1964, membership statistics.

Per capita payments by Teamster locals to the International Union in November, 1964, were made on 1,762,100 members.

This compares with 1,751,868 members in November, 1963. His-

torically, Teamster membership hits its annual peak during November.

Announcement of the new membership record was made jointly by Teamster General President James R. Hoffa and General Secretary-Treasurer John F. English at last month's regular quarterly meeting of the union's general executive board in Acapulco, Mexico.

The new record high in member-

ship represents a total gain of 10,232 over November, 1963, and an increase of 161,948 new members since the Hoffa-English slate was first elected at the 1957 International Union convention in Miami Beach, Florida.

In addition, Hoffa and English reported to board members that average per capita payments for the first 11 months of 1964 were approximately 40,000 above the same 11 months of 1963.

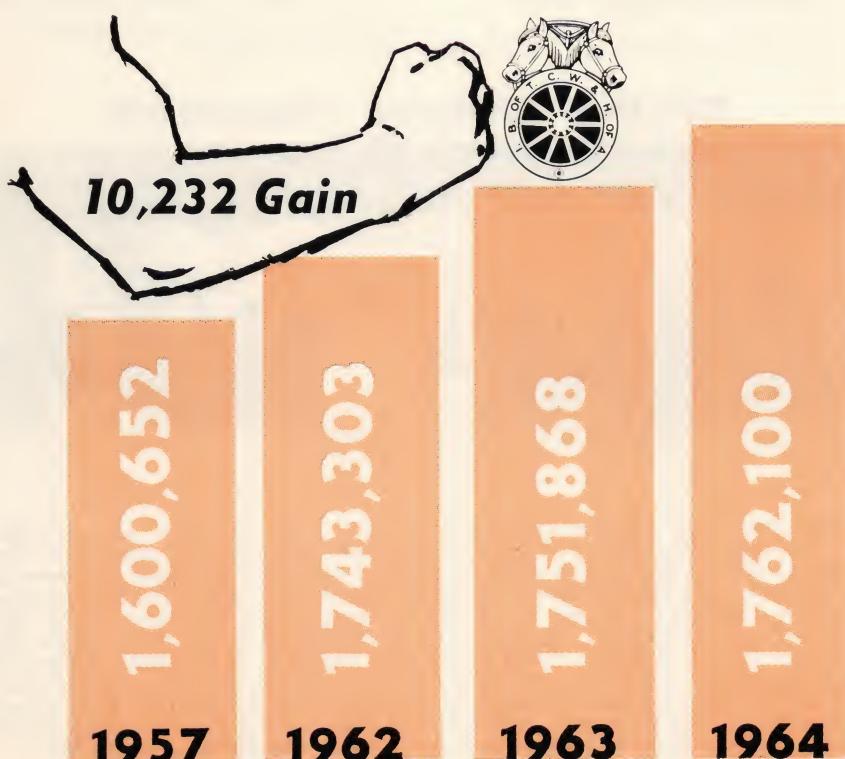
Discussing the progress of the union, Hoffa declared that the membership gains reflect "an increasing desire of non-union workers to affiliate with an organization which has a reputation for delivering for its members."

Praising the work of local union officials and organizers in the field, Hoffa said:

"The day of big organizing wins is over. In elections held by the National Labor Relations Board involving Teamsters, the average number of workers involved is only 26 persons.

"This means that there is vigorous organizing activity going on daily in our affiliated local unions. It also means that Teamster contracts and the manner in which Teamster agreements are enforced are extremely attractive to the worker seeking a union to represent him for wages, hours, and working conditions," Hoffa declared.

The announcement revealed that all four Area-wide Conferences of the International Union were ahead of last year's membership figures.



Teamster Lawyers Hold 12th Annual Meeting



Teamster General President James R. Hoffa, shown addressing the opening session of the 12th Annual International Conference of Teamster Lawyers.



International organizers were interested listeners at the recent meeting of Teamster Lawyers which devoted a 4-day session to discussion of present day labor legislation.



Questions from the floor were in order following a panel discussion on a point of labor law. Addressing the chair with a question is Morris J. Kaplan, of New York City.

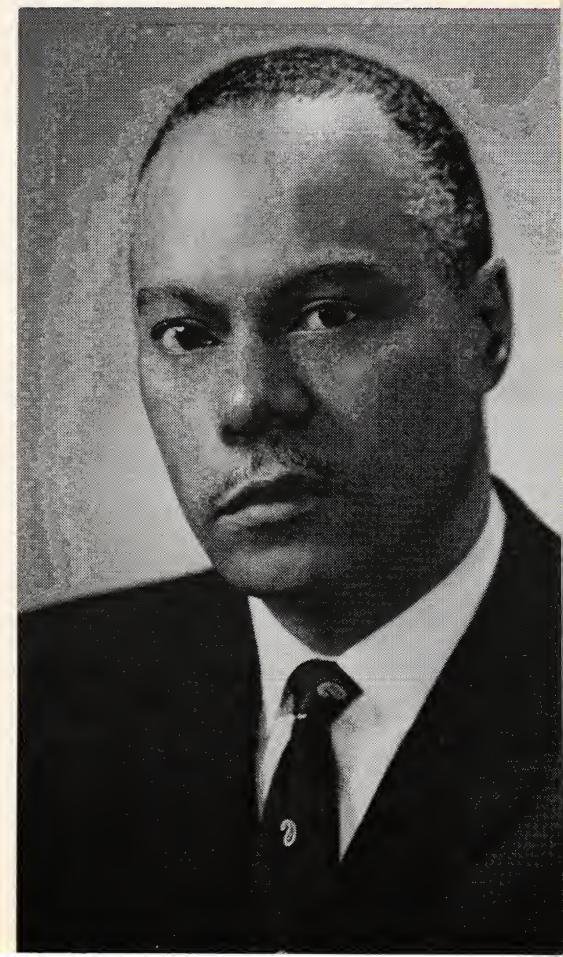
MORE THAN 100 labor lawyers from across the nation were in attendance last month at the 12th Annual International Conference of Teamsters Lawyers in Acapulco, Mexico.

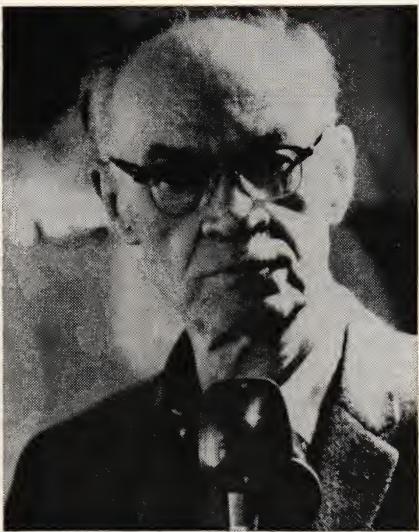
During the four-day session, the lawyers heard addresses from Howard Jenkins, member of the National Labor Relations Board, and from NLRB Executive Secretary Ogden W. Fields, and participated in panels which led them through the maze of problems created for labor unions by the Landrum-Griffin and Taft-Hartley Acts.

Addressing the opening session of

NLRB Board Member

Howard Jenkins, latest appointee to the National Labor Relations Board, was a featured speaker at the recently held 12th Annual Meeting of the International Conference of Teamster Lawyers. Jenkins told Teamster lawyers from across the country that there is a need for better communications between labor lawyers in the field and the National Labor Relations Board.





Clarence Beck
Chairman

the Conference, Teamster General President James R. Hoffa put the meeting in proper perspective by declaring that because of present day laws, decisions of the NLRB and the courts, and rulings of other government agencies, labor had more rights before the passage of the Wagner Act than it does today.

Charging the Teamster attorneys to efforts over and above regular representation of local unions, Hoffa declared that they should begin to lobby for changes in the nation's labor law which cripple the advances of the working man, to establish closer liaison with the NLRB, and to work for more favorable decisions both from that body and from other agencies making administrative decisions which affect the pay check and the job security of Teamster members.

Damage Suits

"It is your duty," Hoffa told the lawyers, "to attend every forum you can possibly attend in your home areas to discuss the mob rule which Landrum-Griffin and Taft-Hartley have invoked into labor-management relations."

The Teamster president castigated the group for "minimizing problems in their areas, problems which sometimes result in heavy damage suits against both the local union and the International union."

Calling on the attorneys to "swallow their professional pride," Hoffa urged them to establish a line of communication with the International Union

legal department, "so that we can coordinate our efforts to give the membership the best possible representation under laws which make daily activities perilous."

Both NLRB Member Howard Jenkins and NLRB Executive Secretary Ogden Fields urged Teamsters attorneys to establish better communications with the NLRB and to take another look at the briefs they file with the Board in labor cases.

Little Help

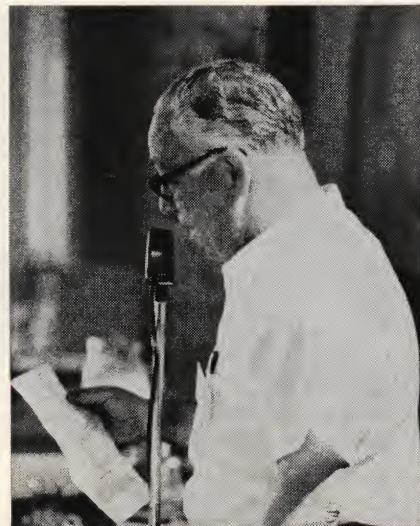
Said Jenkins:

"The great tragedy is that many briefs, the majority of them, have been very little help to the Board, even though they are splendid in pointing out the issues.

Jenkins went on to say that the NLRB needs the assistance of experts,



Herbert Thatcher
IBT Counsel



David Previant
IBT Chief Labor Counsel

needs to draw on the collective experience of those who spend a life time in the industrial arena. When lawyers provide that kind of expertise in their briefs, "then fact will replace surmise" in labor-management relations, he declared.

Jenkins made a plea to the Teamster lawyers to "share knowledge which you have gained in labor-management relations but have not shared with the National Labor Relations Board."

Topics for discussion by panels included:

Title VII of the Civil Rights Act; Problems in Representation Cases; Refusals to Handle Freight and Sub-

contracting under Section 8(e) and Section 8(b)(4); Special Section 8(e) Problems Relating to Delivery of Building Materials; Milk, Bread and other Commodities or Services; The Right to Respect Picket Lines; Legal Problems Involved in Representation of Owner-Operators; Section 301 and Section 303 Damage Suits; Civil Liberties and the Congress; Internal Union Affairs; Ground Rules Under Section 8(b)(7); Consumer Boycotts.

Sessions of the 12th Annual International Conference of Teamsters Lawyers were under the chairmanship of Clarence Beck, of Salt Lake City, Utah.



Cosimo Abato
Baltimore, Md.

Canadian Teamster Leader Dies After Long Illness

Robert G. Scott, the man who founded the Teamsters Union movement in the Canadian Province of

for laboring men in Canada and gross penalties were attached to organizing and picketing.

In 1939 while driving a milk wagon, Scott began trying to organize the 3 unorganized dairies in Calgary and finally gained the first charter for a Teamster local union in Alberta in 1942. His first service to Local 987 was as vice president. A year later he was elected secretary-treasurer, the office he held until death.

Through the years, Scott served variously as president of the Alberta Federation of Labor, and was active



Robert G. Scott

Alberta, died recently after a long illness.

At his death, the 60-year-old Scott was secretary-treasurer of 3 Teamster affiliates—the Canadian Teamsters Co-ordinating Executive Committee, Teamster Joint Council 90, and Teamster Local 987 in Calgary.

Born in Scotland in 1904, Scott came to Calgary with his family in 1909. His background was steeped in union principles for his father had played an active part in the Blacksmiths' Union in Scotland.

Scott began his own career in labor when he joined with other strikers at the age of 15 in a strike of the Canadian Pacific Railway. From then, until he organized Teamster Local 987 in 1942, Scott was active in organizing workers in any of the trades at which he worked.

In packinghouses, as foreman and switchman on the C.P.R., in the mines where he became a diamond driller, everywhere he went Scott worked unceasingly for the rights of the working man. Those were years in which there were no legislative protections

in the merger of the Alberta Federation of Labor and the Industrial Federation of Labor in 1956.

It was largely through his efforts that a charter was granted for the establishment of Teamster Joint Council 90, covering Alberta and Saskatchewan, in 1958 to bring together the 7 local unions in the 2 provinces.

As secretary-treasurer of the joint council, Scott worked closely with the Western Conference of Teamsters and served as a member of the policy committee to the conference.

E. M. Lawson, president of Teamster Joint Council 36 in Vancouver, B.C., commented on Scott's passing: "Bob, in his quiet, gentle way, brought great strength to the leadership of the Teamsters in Canada. He'll be sorely missed."

Texas Teamsters Win In 'Lie Detector' Test

A Teamster local union in Texas has successfully blunted an employer's practice of using polygraph (so-called "lie detector") tests as a pretext for discharging workers because of union activity.

In a November decision, the National Labor Relations Board upheld the ruling of an examiner in favor

of Teamster Local 968 in Houston, Tex. The examiner had recommended that 10 employees of Lone Star Co., a wholesale liquor distributor in Houston, be reinstated with back pay.

Local 968 filed an unfair labor practice charge against Lone Star claiming that the company fired the employees in January, 1963, because

New WCT Headquarters



The Western Conference of Teamsters has moved into its new headquarters, pictured above, at 1870 Ogden Drive, Burlingame, California. It is a modern, one-story air-conditioned structure, only 3 miles from the San Francisco airport. Within the building's 25,000 square feet are housed offices of the Conference, its several Trade Divisions and ample space to accommodate meetings of approximately 100 persons.

they were union members rather than "security risks" as asserted by the company.

Randall G. Miller, Local 968 secretary-treasurer, said Lone Star hired Truth Verification, Inc., a polygraph testing firm, to administer the "lie detector" tests the same day the company received a letter from the Teamsters.

The letter listed 18 of 28 drivers and warehousemen as members of the union and asked for recognition of Local 968 as the workers' bargaining agent.

In recommending the job reinstatements after a hearing last April, Rosanna A. Blake, NLRB trial examiner, remarked that she was not ruling out the company's right to fire employees who were indicated to be "security risks" by the polygraph tests. The examiner added:

"I am only saying that I do not believe that the (polygraph) reports were the true reason for the discharges."

• B.C Organizing

Teamster Local 181 in Kelowna, B.C., Canada, has more than doubled its membership since 1962. A. J. Barnes, Local 181 secretary-treasurer, recently reported the organization of workers at 4 more companies in the local's jurisdiction—Kamloops Building Materials, Starline Paving Co., Ltd., Yellowhead Sand & Gravel, and Western Sand & Gravel.

• Dairy Agreement

Some 2,500 Teamster dairy drivers and inside milk plant workers throughout California's San Joaquin and Sacramento Valleys have ratified a 2-year contract providing a 34-cent package.

The agreement provides for prescription drugs for members, and health and welfare allowances for retirees and their spouses.

Wendell Kiser, secretary-treasurer of Teamster Local 386, chaired the negotiating committee which worked out the agreement on behalf of 8 other local unions stretching from Bakersfield to the Oregon border.

Other gains included increased pension payments, better sick leave language, and better seniority, grievance, and job-bidding clauses.

• Furniture Agreement

Teamster Local 709 has signed a new 3-year agreement with some 40



"Get my pipe! Get my slippers! Get my paper! Sometimes I wonder why I married a dispatcher."

companies in the St. Louis, Mo., area, providing a 47½-cent total hourly package for 250 warehousemen and 46-cent and 43-cent hourly gains for 400 furniture and appliance drivers.

Phil Mooney, Local 709 president, said Central States pension payments by the employers were increased to \$6 per week per member at the beginning of the third year of the agreement.

Other gains included an improved vacation schedule and an additional 3-cent hourly payment per employee to Local 709's health and welfare program.

Teamsters on 1 of Every 3 Union Ballots

Latest figures on union organizing, statistics for October, 1964, show that the affiliated local unions of the International Brotherhood participated in 190 National Labor Relations Board elections in October and won 109 of these.

The 190 elections in which Teamster local unions participated represented 28.9 per cent of all elections held, or almost one out of every three union elections held by the NLRB involved a Teamster affiliate. Of all elections won, Teamster victories accounted for 27 per cent.

The number of eligible employees in the elections won by Teamster local unions during October, 1964, totaled 2956.

Average number of employees in the units in which Teamsters won elections in October, was 27, as compared with 149 in elections won by all unions.

• Big Wage Gains

Hourly wage increases ranging from 66 to 78 cents over a 3-year period were negotiated by Teamster Local 526 in Fall River, Mass., for members employed by the J & J Corrugated Box Co.

Anthony Materia, Local 526 secretary-treasurer, said the agreement also included an 18-cent hourly gain in the health and welfare fund and a 5-cent hourly raise in pension payments by the employer. The agreement was reached after a short strike by the 36 members covered in the contract.

J & J employs about 375 workers, most of whom belong to the International Brotherhood of Paper Workers AFL-CIO. The Teamster contract covers truck drivers, fork-lift operators, platform men and mechanics.

• Steubenville Pact

Teamster Local 428 of Steubenville, O., has negotiated a new contract with 16 beer distributors in 3 counties providing an increase of approximately 13 cents an hour.

Edward F. Burke, Local 428 president, said the increase is in the pension plan at an employer cost of \$8 a week per employee and a health and welfare program worth \$7.30 a week per man.

Teamsters Help Paper Workers Win a Strike

The International Brotherhood of Teamsters and the International Longshoremen's and Warehousemen's Union joined in support of a 2-week strike won by the Association of Western Pulp and Paper Workers, an independent union, against the Pacific Coast Assn., of Pulp and Paper Manufacturers.

It was the first strike in the history of the Northwest paper and pulp industry and won a 29-cent hourly wage increase for 21,000 workers along with a modified union shop and fringe benefits. Involved were 18 employers with 48 plants in California, Oregon, and Washington.

Both the Teamsters and the ILWU responded with whole-hearted support for the Paper Workers when they sought help in the dispute arising from negotiations for a new contract.

Typical Teamster Retiree Catches the Waiting Fish

"I received my check for \$250 this morning," wrote Joseph F. Fiant, a newly retired member, to Roy L.



Joseph F. Fiant

Williams, president of Teamster Local 41, "a very proud moment in my life; and I want to thank each and everyone of you for your help in this matter, making it possible to receive a pension like this."

Each day in the middle United States a Teamster somewhere hangs up the tools of his trade and, as did Joseph F. Fiant, begins receiving a pension from the Central States, Southeast and Southwest Areas Pension Fund.

So far, in a period of 7 years nearly 15,000 members of numerous local unions have left the job after years of service and like Brother Fiant, many of them write appreciative letters to their local union or to General President James R. Hoffa.

And as did Brother Fiant, many of the new retirees send follow-up letters such as the one he wrote to Williams 10 days later, enclosing a photo of the fish that had been waiting so many years to be caught:

"I am sending you a picture of my enjoyment since retiring," wrote Fiant in the second letter. "Again I want to thank James R. Hoffa and all of you for the wonderful pension for Teamsters."

Fiant, like thousands of other Teamsters, now can take his ease secure in the knowledge that the Pension Fund—worth more than a quarter of a billion dollars—will give him benefits thanks to progressive collective bargaining by the Teamsters Union.

An estimated 210,000 Teamsters Union members are covered by the Central States, Southeast and Southwest Areas Pension Fund. More than 4,300 members retired last year and that figure was expected to be equaled when the 1964 records are finalized.

Key For Teamster

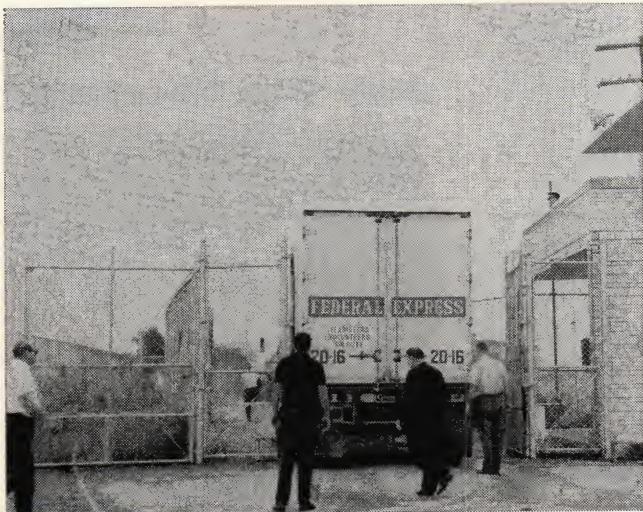


Arthur Lee (right), a member of Teamster Local 325 in Rockford, Ill., is shown receiving one of the top awards in the Boy Scouts of America—the Scouter's Key—from Robert Gober, a leader in the organization. Lee, a truck driver for more than 25 years, is Scoutmaster of Troop 27 in Rockford and has given many of his off hours through the years to the welfare of youngsters.

Teamsters Trophy



Teamster Local 927 in Halifax, Nova Scotia, has established a huge trophy to be awarded annually to Little League champions in the Halifax area. Joseph Johnson, president of Local 927, is shown presenting the trophy to Melan Sapp of the 1964 champs while the rest of the team looks on proudly. Taking part in the ceremony was John Quackenbush (left), president of the Little League. In addition to the trophy, Local 927 donated \$100 to the league.



After an inspection by reformatory guards, this truck was passed through the gate to be used in training 20 well-qualified inmates. In the photo are Paul W. Priddy, president; John West and Gil Ryan, assistant business agents, and instructor Leon Carrier—all of Teamster Local 89.



Before training of the inmates began, the instructors received a briefing from Local 89 President Paul Priddy and Marion Winstead, secretary-treasurer. In the group are Emmett Nall, John West, Charles Kopple, Leon Carrier, Robert Black, Charles Fowler, Lewis Parker, Claude Benningfield, Charles Renfro and Gil Ryan.

Louisville Local Union Helps to Train Prisoners For Return to Society

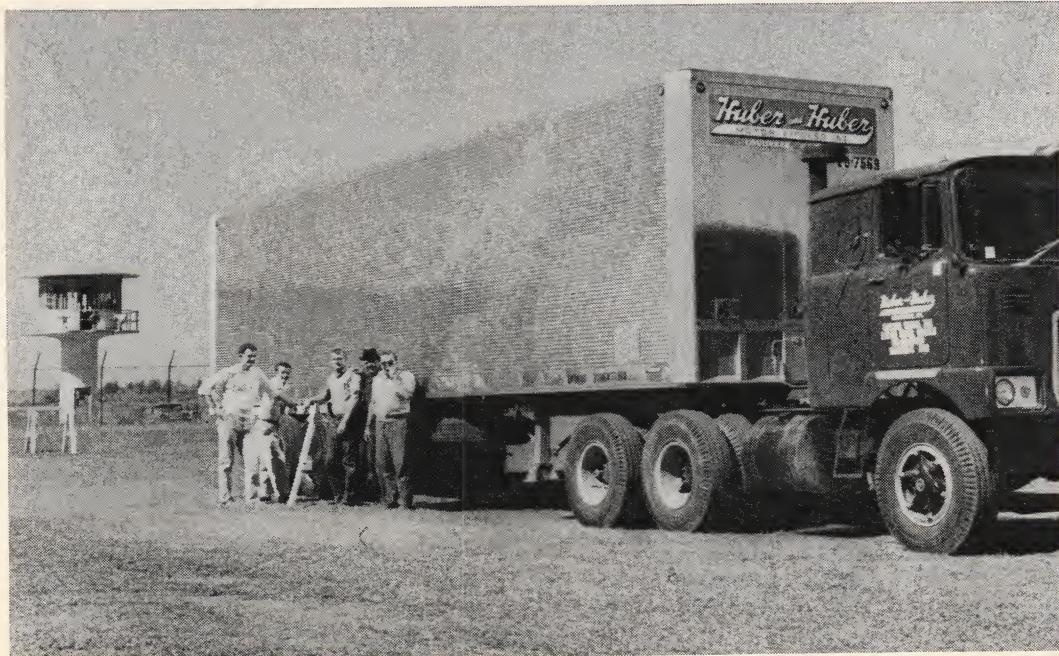
TEAMSTER LOCAL 89 in Louisville, Ky., has just completed its unique training program for 20 inmates soon to be released from the Kentucky State Reformatory at La Grange.

Paul W. Priddy, president of Local

89, spearheaded the program in which Teamster instructors, with the aid of equipment loaned by 6 trucking companies, took the prisoners through training over a period of several weeks to prepare them for good jobs.

The prisoners received instruction

in driving, hooking-up, dropping trailers, backing, braking, entering and leaving docks, and minor mechanics. Here then is the picture story of Local 89's efforts to help men in need of a skill to give them a new way of life.



Instructors Gil Ryan and Emmett Nall, with the aid of three unidentified inmates at the Kentucky State Reformatory, are shown setting up the course for driving instruction. Keeping an eye on things from the background is the eternal guard tower on the perimeter of the grounds.

Charles Renfro and Leon Carrier, Local 89 instructors, explain air brakes to the reformatory inmates taking the course of special instruction. Other minor mechanics connected with tractors and trailers also were explained to the students.



The coffee break was regular as clock-work when Teamster instructors and reformatory inmates paused to refresh during the truck driving training program. The program was conducted in cooperation with the Kentucky State Correction Department.



Teamster instructor Leon Carrier and another inmate look on as a prisoner student goes through the driving course set up for the training. The program has been rated a successful and valuable experiment in prison rehabilitation. More than 145 inmates applied for the instruction.



A dinner was held for the 20 students graduating from the driver training course. With the prisoners are (left to right): Marlin Volz of the University of Louisville; Local 89 President Priddy; Deputy Warden James Howard; Joseph Cannon, commissioner of corrections, Local 89 Secretary-Treasurer Marion Winstead, and Dr. Harold Black of the Kentucky probation and parole division.





Fred Tobin

DECEMBER 15 1964, marked the end of an era.

Twelve years after his father, Dan Tobin, retired as general president of the International Brotherhood of Teamsters following a 45-year tenure

ton College, Tobin went to Indianapolis, Indiana, then the site of Teamster international headquarters, assisting his father with editing the union journal, and subsequently went on the road as a union auditor.

When Dan Tobin was named by Franklin Delano Roosevelt as head of the labor division for FDR's presidential campaigns, Fred Tobin went to New York where he worked to elect the man who was to lead the nation out of the Great Depression. It was there that he was to establish an acquaintanceship with FDR which lasted until the late President died in Warm Springs, Georgia.

August 15, 1933, found Fred Tobin in Washington, D.C., during the early period of the National Recovery Act.

An office of the International Union was opened there with Fred Tobin as the union's representative to protect the interests of the union's large membership under the newly evolving legislation under FDR's first administration.

Much of the young Tobin's time was consumed representing the union

He also represented the membership when the National Labor Relations Act was first legislated and violations of the Act affected Teamster members.

Proving that there were few challenges which he refused to meet, Tobin then undertook work on a law degree going to night school at Georgetown University. And with his ambitious determination, received his Bachelor of Law degree four years later.

During World War II, Fred Tobin came to know most all agencies of government, serving as a liaison officer between the union and such branches of government as the War Department, Labor Department, the Interstate Commerce Commission, the Federal Power and Tariff Commission, and others.

He later was pushed into service in the legislative arena as a member of the AFL steering committee of legislative representatives. He served in that capacity until 1952.

Tobin was instrumental in the formation of the Teamsters National

Fred Tobin Retires

in office, International Organizer Fred Tobin announced his retirement.

Thus, as Old Year 1964 bowed out and New Year 1965 entered the scene, it marked the first time in 57 years that the International Brotherhood of Teamsters was not flavored with a dash of Irish determination, the Tobin trademark.

Fred Tobin, who proved to be a jack-of-all-trades and master of many during his father's presidency of the International Union, has spent the last 12 years as Chief Hearing Officer for the organization.

In that capacity, Tobin traveled throughout the Union's jurisdiction, hearing cases brought by members and officers under the procedure of the International Union constitution.

Born in Cambridge, Massachusetts, November 16, 1902, Tobin received his primary and high school education in that New England city.

It was while he pursued his higher education at Boston College that he became a Teamster member in Local 379 where he worked in the mailing room and on delivery trucks of a daily newspaper.

Fred Tobin recalls vividly that Local 379 was then headed by Nathaniel Lanin, who was also a trustee of the International Union.

Following his graduation from Bos-

ton College, Tobin went to Indianapolis, Indiana, then the site of Teamster international headquarters, assisting his father with editing the union journal, and subsequently went on the road as a union auditor.

on the many Code Authorities affecting trucking and warehousing which arose under the National Recovery Act and subsequent legislation.

R E S O L U T I O N

WHEREAS, Fred A. Tobin has, with fidelity, devotion and ability served the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers for more than thirty-two years as Counsel and Chief Hearing Officer, and

WHEREAS, during his tenure he has exemplified the highest ethical standards of the legal profession, and

WHEREAS, in the performance of his duties he has always conducted himself in every respect as a gentleman of impeccable honor and unimpeachable integrity, and

WHEREAS, he has played a major role in the establishment and growth of the International Conference of Teamster Lawyers;

NOW, THEREFORE, BE IT RESOLVED that the members of the International Conference of Teamster Lawyers in their Twelfth Meeting assembled do hereby express to Fred A. Tobin, upon his retirement, their gratitude and appreciation for the significant contributions he has made to the International Union and to the International Conference of Teamster Lawyers, and do hereby express their sentiments of highest esteem and greatest respect for him, and do hereby extend to him their wishes for many years of health and well being, and for a full and happy life with his beloved wife, children and grandchildren, and his many friends.

Adopted at the Twelfth Annual Meeting
International Conference of Teamster Lawyers
The third day of December, 1964
Acapulco, Mexico

Clarence Beck, Chairman

Tobin is a member of the Bar of the District of Columbia and the State of Maryland. He is still active as a director of the Merrick Boys Club, an organization which provides vacations and recreational facilities for needy children during the summer months at a camp in nearby Maryland. He is a director of the Catholic Youth Organization (CYO) in Washington, D.C., and vicinity.

Still young at 62, Fred Tobin lists travel, time with his family and grandchildren, and a continuing acquaintance with his trade union associates as his job classification in retirement, all of which he intends to sandwich in between his fascination for a driver, a five iron, and a hot putter.

• Meat Drivers Pacts

Teamster Local 700 has renewed a contract with the St. Louis, Mo., Meat Packers Assn., covering some 450 members according to Leslie Dickens, secretary-treasurer of the local.

In addition, negotiations have been

completed for some 50 employees of the Retail Grocery and Meat Dealers in the St. Louis area.

The new 3-year agreement with the Meat Packers Assn. provides meat drivers with an immediate 10-cent hourly raise to \$3.52 an hour. Six cent raises will follow in the succeeding 2 years. In addition, the agreement provides for a 9-cent hourly cost-of-living allowance.

Fringes

Fringe gains included increases for the health and welfare program, the Central States Pension Fund, and a 3-cent hourly contribution to a security and savings plan for the membership.

The Grocery and Meat Dealers signed a contract allowing for a 5-hour decrease in the work week, an immediate raise of \$5 weekly, and four \$2.50 weekly increases in the next 3 years. The agreement also provided for a 25 per cent increase of employer payments into Local 700's health and welfare program.

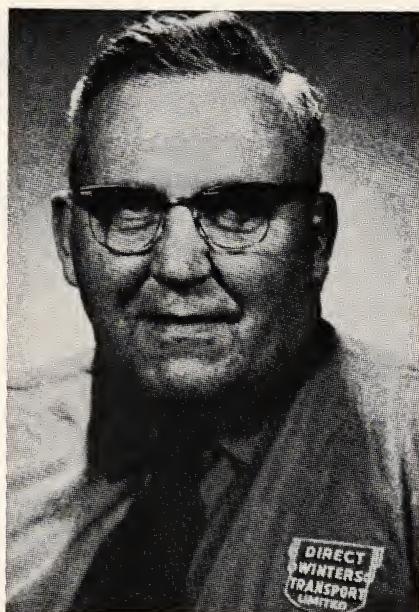
Civil Rights Awards



A Teamsters Union official was among those receiving awards at the 10th Labor Conference on Civil Rights in Chicago. Shown (left to right) at the ceremonies are: John Cullerton, director of the Illinois Department of Labor; Tobie Schein of Chicago Teachers Union No. 1; Michael J. Fomusa, secretary-treasurer of Teamster Local 738, and David Schacter of Jewelry Workers Union No. 4. Fomusa received an "Individual Unionist" scroll.

Heroic Driver Saves Another From Death

Arthur Hewson, a member of Teamster Local 91 in Kingston, Ontario, was honored recently for heroic action in a trucking accident.



Arthur Hewson

Hewson was driving his tractor trailer at dawn one morning when he saw a sudden burst of flame shoot skyward about a quarter of a mile ahead. Seconds later he came upon another tractor trailer pulled partly on the shoulder and burning fiercely.

As Hewson parked his own rig, he could see that flames were already beginning to envelop the cab of the other vehicle. The driver was pinned by the steering wheel.

Hewson raced over to open the burning door in spite of searing heat. The door was jammed. Before he could get it open, Hewson had to stand practically on top of the big 100 gallon gas tank which he knew might explode at any moment.

Hewson finally got the jammed door open and carried the unfortunate driver, Albert Leith, down the shoulder away from the burning vehicle. Leith, his clothing burned away from the waist up, was unconscious.

Seconds later the flaming vehicle blew up.

Hewson was awarded the 1964 Dunlop National Hero Trophy.

Repeal of 14(b)

Labor's Number One Goal

SEDOM does a layman know a law so well that he can refer to it or a section of it by its numerical designation.

That kind of knowledge is more often than not purposely couched in language which makes it the domain of lawyers and the legislators themselves.

However, ask the average union member to identify Section 14(b), and with only that vague reference he will tell you it is that section of the Taft-Hartley Act which gives the various states the right to pass laws making open shop compulsory.

And the average union member is quick to scoff at the deceitful popular

reference to 14(b) legislation as "right-to-work" laws.

It is this layman's familiarity with Section 14(b) which underscores the importance that section has played in undermining collective bargaining effectiveness. The layman knows that "right-to-work" laws stifle organizing campaigns among the non-union worker and have done so since Section 14(b) was written into the law in 1948.

What Section 14(b) epitomizes for the union man is legislative double-talk, saying on the one hand that a worker can organize to bargain for wages, hours and working conditions and the state can pass a law to make collective bargaining ineffective.

Under the guise of protecting individual liberties, "right-to-work" laws insure that every collective bargaining unit will be plagued by a minority bloc of free riders who can be counted upon to undermine the strength of unions.

With the union shop outlawed, this minority can be counted on by an employer to cross picket lines, to receive the increases negotiated by the union without paying dues to support collective bargaining, and to generally weaken the union in a subversive manner not too unlike an underground fifth column.

It is against that background that repeal of Section 14(b) has become the number one legislative goal of the American labor movement in 1965.

After 16 years, the union movement in this country seeks to remedy a legislative gimmick which gives with one hand and takes away with the other.

Just how serious labor's intent to repeal this anti-labor section of the law is underscored by the fact that the AFL-CIO—which heretofore has always centered its legislative emphasis on one of the broad social welfare issues, such as medicare—now lists repeal of Section 14(b) as its number one objective.

The International Brotherhood of Teamsters, while not unmindful of the importance of social welfare legislation, has always taken the position that union security issues such as repeal of 14(b) must come first if un-

Outsiders Invade New Mexico To Push "Right-to-Work" Law

"Arrogant defiance" is the phrase used by the New Mexico Council for Industrial Peace in describing a renewed attempt by the political right-wing to pass a compulsory open shop law in that state.

The Council for Industrial Peace singles out the National "Right-to-Work" Committee, which it calls a "Washington-based extremist business front," as the culprit pushing for a "right-to-work" law.

The Council for Industrial Peace points out that the people of New Mexico elected a Democratic-controlled legislature—members of which ran on platforms opposing so-called "right-to-work" legislation—and at the same time turned out of office a Republican U.S. senator who earlier unsuccessfully sponsored a "right-to-work" law in the state legislature.

New Mexico Governor Campbell is quoted as saying he will veto any "right-to-work" measure and will oppose any attempt by the legislature to put the matter before the electorate for a public vote. He would not be able to veto a joint resolution calling for such a vote, and it is predicted this is the procedure which the National "Right-to-Work" Committee will follow as it invades the New Mexico legislature from its highly-financed Washington, D. C., office.

ions are to survive to fight for passage of social welfare legislation.

Another indication of the AFL-CIO's determination to repeal 14(b) is its call for a legislation conference of all its affiliates which will meet in Washington, D. C., January 11-14. This is earlier and longer than most such legislative conferences have been.

In its official statement on the subject, the AFL-CIO said in part:

"Experience has proven the adverse effects of the unique provision of the Taft-Hartley Act making it possible for the states to forbid such voluntary labor-management agreements (the union shop). Section 14(b) allows the states to outlaw the union shop as such, regardless of the wishes of the workers and their employers. It cedes a negative jurisdiction to the states in an area which the federal government has otherwise properly preempted.

"This is an unwarranted intrusion upon the right of organized workers and their employers to negotiate mutually-acceptable agreements. It offends the basic principles of federal-state relationships and should be repealed."

The AFL-CIO policy statement on repeal of 14(b) declares:

"The importance of free collective bargaining to the living standards of workers and the economic stability of the nation has been recognized for three decades; the encouragement of collective bargaining, through all this time and through all the changes in labor-management legislation, remains the stated policy of the United States.

"Thus, it is evident that free labor and free management should be able freely to agree upon mutually-acceptable terms of employment. They should, therefore, be free to negotiate a contract making union membership a condition of employment."

What, then—with labor's shift in legislative emphasis—are the prospects of labor's success in its crusade to return free collective bargaining to labor-management relationships with repeal of Section 14(b)?

On the surface, prospects are good. labor-management relationships with the general election to the Johnson-Humphrey presidential ticket.

Too, with the Democratic majority in the House of Representatives increased substantially in the recent election, it would appear at first blush that labor will be able to call on the Congress to cast off the chains of Section 14(b) which have sharply curtailed labor's effectiveness.

Maine's Governor Names Teamster

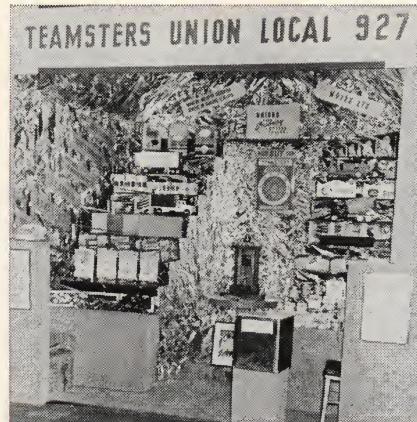
The competence of the men who run Teamster local unions has been recognized again by appointment to public office.

This time, the acknowledgment of Teamster excellence was recognized by Governor John H. Reed, of Maine, who recently announced the appointment to that state's Board of Arbitration of Albert Page, secretary-treasurer of Truck Drivers, Warehousemen and Helpers Union No. 340, of Portland, Maine.

But, when the surgeon's knife is applied to the hide of the situation for a deeper look into the malignancy, one cannot be too hopeful that the Democrats will lead the push for repeal of 14(b)—a promise to labor which has been in the party's national platform since 1948.

Many considerations cloud the picture, not the least of which is speculation over President Johnson's personal interpretation of his landslide victory over Sen. Barry Goldwater.

Teamsters at Fair



Teamster Local 927 recently undertook an unusual project by entering a booth at the Atlantic Winter Fair in Halifax, Nova Scotia, the second largest agricultural fair in Canada. Wallace F. Jewers, Local 927 business agent, said that during the 9 days of the fair, Teamsters passed out approximately 14,000 leaflets explaining Teamsters Union benefits and that reception was very good. It was the only labor booth in the fair and illustrated the names and products of the companies organized by the local union in the Halifax area.

Will LBJ see his victory as a mandate to pursue liberal paths, or will he rather determine that the landslide was a voter expression for maintenance of the status quo?

Sidney Zagri, legislative director for the International Brotherhood of Teamsters, discussing legislative goals for 1965, declared in Washington this month that President Johnson will not include repeal of Section 14(b) in the Administration's legislative program.

"The President," Zagri said, "would prefer labor not to press for the action. But he will not personally oppose labor's efforts to have 14(b) wiped off the books."

Other veteran Capitol Hill observers seem to agree. Many thought at one time that LBJ would be very receptive to repeal of section 14(b). Now, however, there is a feeling among some legislative analysts that the Administration has cooled somewhat to this primary goal of organized labor.

Wisened political heads do not overlook the fact that a considerable bloc of the business community went into the voting booths and marked an "X" for Johnson-Humphrey last November.

Now comes W. P. Gullander, president of the National Association of Manufacturers, announcing that the NAM will fight any attempt to repeal Section 14(b) of Taft-Hartley.

Arguments used by Gullander are not important as they are the same as those used in 1920 and years following World War I, when the National Association of Manufacturers opened one of the most vicious open shop campaigns in history—the American Plan. The movement led to widespread wage-cutting moves by employers and precipitated years of industrial chaos.

Throughout this period, anti-labor propaganda carried the term "right-to-work" and other catch phrases such as "Freedom of Choice," "Voluntary Unionism," and "Equal Opportunity." Gullander echoes these cover-up phrases from out of the past as he argues for retention of Section 14(b).

What is important, however, is that the business world has unleashed its most potent and best-financed organization to pressure Congress against repealing the compulsory open shop law.

History has proved that management groups can and do muster

greater momentum when lobbying for passage or retention of bad labor law than organized labor can muster in retaliation.

The well-oiled and financed lobbying machine of management is admittedly more refined and more subtle than the lobbying works of labor. Too, labor is much more restricted in the use of its funds—again by laws which are on the books—than management groups are.

If management has learned in recent years that it is more profitable to fix the price of a product in a conference with competitors than in the market place, it has also learned that cooperation in fighting labor comes on an equal plane with such other lucrative agreements as stock options and exorbitant executive salaries.

Unfortunately, organized labor has not reached such a level of sophistication. Petty jealousies, personal feuds,

and in many cases honest differences of opinion have weakened labor's position in the legislative arena.

In simple mechanics, labor finds itself second best in such a fight. Ready-made clerical forces are available to the boss not unwilling to take a secretary off company business and onto the business of writing letters to Representatives and Senators.

Having obtained an unsurpassed expertness in selling the public cigarettes which are suspected of causing cancer, automobiles which become obsolete with each model year, inferior products at exorbitant prices, and a finance system which often doubles the price of a product, management doesn't find it too difficult to turn this expertness to a selling job in the legislative market place.

Interwoven with these disadvantages is an understandable apathy on the part of rank-and-file members. While the NAM and the U.S. Chamber of Commerce can and do flood the House and Senate office buildings with mail on a given issue, labor has not been so successful.

With ready resources and unlimited financial reserves, management puts its clerical help to work on letter writing campaigns, and the postal avalanche protests passage or repeal of measures which would benefit the working men and women of the nation.

Conversely, local unions and labor organizations are hard-put to get the rank-and-file member to sit down with pen and ink after a hard day's work to write a letter to his Representative or Senator.

Many workers find letter writing an arduous task, either because of lack of education, lack of detailed information to argue an issue even though they have a definite opinion, a fear of the unfamiliar mechanics in corresponding with an elected official, and general inefficiency in the art of correspondence.

The point is well demonstrated by reversing the situation. Give a union man a picket sign in a dispute with his employer and the worker can demonstrate an expertness and success in walking the picket line. He has been so successful with a picket sign that employers have designed such traps as "right-to-work" laws to impede the worker's progress.

Yet, give the picket sign to the president of a corporation, and it would be beneath his dignity to carry it, and his effectiveness would prob-

Students Visit Hoffa

Students from 35 colleges and universities across the nation, on a specially arranged visit to IBT Headquarters, heard General President James R. Hoffa speak on America's economic future.

The students are in Washington attending the American University as part of a national program called the "Washington Semester."

In his briefing, President Hoffa discussed programs and operations of the Teamsters Union, and described how the IBT national contract came into being.

He also:

—Outlined the growing problems of automation, and told how automation can affect the future of today's college students.

—Praised the growing trend among white collar workers to organize as a vital step toward employment security on a broad scale.

—Expressed his concern over the difficulties encountered by men and women over 40 years of age in their efforts to find employment in today's labor market. A national effort, he said, is urgently needed to counteract this "senseless prejudice."

Students participating in "the Washington Semester" make an intensive study of government agencies, labor unions, and trade associations to increase their knowledge of the American economic system and the functioning of the Federal Government.



Visiting IBT Headquarters for recent special briefing by General President Hoffa were students representing 35 colleges and universities who are presently attending The American University, Washington, D. C., in a national program known as the "Washington Semester." In photo are, left to right, Rene Powell, University of Gettysburg; Paul Fruchton, Bucknell University; Sidney Zagri, National DRIVE Director; Prof. Daniel Berman, of The American University; President Hoffa; Mrs. Berman; Scott Johnson, Birmingham Southern University; James Raspet, University of Gettysburg; and Jacqueline Phillips, Westminster College.

ably be on a par with the worker's effectiveness in letter writing campaigns.

Not to be overlooked, too, in any consideration of repeal of section 14(b), or any liberal measure, is the antiquated system of seniority and committee chairmanships in the Congress. A bill to repeal 14(b) referred to the rules committee with Southern Reactionary Howard Smith, of Virginia, sitting as chairman, would have a rough row to hoe, indeed.

It can be expected, too, that the Dixiecrats in Congress, who come from states where "right-to-work" laws perpetuate a plantation economy and where employers have kept wages far below the national average by curtailing the activity of unions, will present a formidable bloc of votes against repeal of the anti-union section of the law.

Those then are the political considerations as labor names repeal of Section 14(b) of the Taft-Hartley Act as its number one legislative objective.

It will take a gargantuan effort on the part of organized labor if this anti-union section of the law is repealed.

Rank-and-file union members will have to overcome their antipathy for letter writing.

Teamster Legislative Director Sidney Zagri is urging DRIVE units throughout the nation to take up the campaign with the same vigor with which they undertook voter registration and get-out-the-vote drives during the recent election, an effort which gained for them the plaudit of most effective segment of organized labor in the Presidential campaign.

To the Limit

Teamster President James R. Hoffa is backing the drive for repeal of Section 14(b) "to the limit," declaring that "we are morally right in this battle, and our only obstacle is overcoming the propaganda advantage held by management groups, such as Gullander's National Association of Manufacturers."

The outcome of the effort to repeal Section 14(b) is of tremendous importance to labor. If organized working men and women of America are to effectively participate in bringing about President Johnson's Great Society, Congress must free the chains.

Labor cannot walk effectively in a community of states with one foot lifting high off the ground and the other dragging the leg irons of Section 14(b).

House Probe of Constitutional Rights Ready to Begin

CONGRESSMAN Emanuel Celler announced last month that a special subcommittee of his House Judiciary Committee will proceed this year with a probe in depth of the broad spectrum of constitutional and civil liberties.

Thus, a crusade by the International Brotherhood of Teamsters and other civil liberties groups for a Congressional investigation into the suffocation of these rights by law enforcement agencies has reached the action stage.

Celler's announcement was encouraging from many view points.

First of all, the investigation will be adequately financed to enable the subcommittee to hire the experts to do an "in depth" probe of the field of freedom and its encroachment by police state methods of prosecutors and government agencies.

Secondly, the committee is now screening personnel in its search for an outstanding civil libertarian as its special counsel.

Thirdly, the subcommittee plans to probe 22 areas of the invasion of freedom and civil liberties, not on a case by case basis, but with a broad "in depth" search for abortive actions by government. When a specific case is pertinent, it will be a subject of review by the subcommittee, but the probe will not be limited by specific case boundaries.

In the fourth instance, the fact that the Chairman of the House Judiciary Committee—Celler—has expressed the need for such an investigation and has exhibited a willingness to steer the investigation down a proper course will insure that the investigation will have stature.

Celler, dean of the New York State congressional delegation, is widely respected throughout the nation for his views on judicial procedure and the protection of individual rights and liberties.

It is with these assurances that the International Brotherhood of Teamsters welcomes the investigation.

Said Sidney Zagri, legislative director for the International Brotherhood of Teamsters:

"Under Celler's guidelines and mature and non-prejudicial chairmanship, the entire country will benefit from such an investigation. His announcement of this kind of an investigation marked a great day for civil libertarians everywhere, for those of us who believe that individual rights and constitutional rights are first and foremost, and the zeal and ambitions of prosecutors should be relegated to their proper perspective in our system of Democracy."

"We are all indebted to Congressman Celler for this," Zagri declared.

DRIVE Outlines

Legislative Objectives

IN HIS year-end report to the general executive board of the International Brotherhood of Teamsters, Sidney Zagri, legislative director for the IBT, outlined a broad legislative program for the union in 1965.

Zagri told the executive board that the time is appropriate to move now against Section 14(b) of Taft-Hartley, that section of the law which gives states the right to pass legislation making open shop compulsory.

After outlining labor's goal of repealing this anti-labor section of the law, Zagri listed the following issues as comprising the legislative program of the International Union and DRIVE, the legislative arm of the union, in the 89th Congress:

Landrum-Griffin Reform—With the reopening of Section 14(b), labor must be prepared to take on the fight with reference to other sections of Taft-Hartley and Landrum-Griffin. Basic reform of Landrum-Griffin could result in this session of Congress. Much depends upon the aggressiveness of labor leadership.

Reduction of the Work Week to 35 Hours—President Johnson opposed to this at this time. Labor may have enough votes to get this through.

Fair Labor Standards Act Amendments—This bill was withdrawn from the calendar at the last session at the behest of the Administration.

Procedural Reform in the House and Senate—These reforms are aimed

at breaking the stranglehold which committee chairmen and the Rules Committee presently exercise over socially-desirable legislation.

Medicare—There are sufficient votes to pass a Medicare Bill geared to the Social Security System. Efforts will be made to beef up the King-Anderson Bill introduced in the last session.

Appalachia Bill—This bill is designed to develop economic resources of so-called backward and poverty-stricken Appalachia areas. This bill passed the Senate 45-13, but was never acted on in the House.

Other Legislative Proposals

The following are carryovers from the 88th Congress and are certain to reappear for serious consideration in the 89th Congress:

Civil Liberties—a. The Celler Committee established by the McCulloch Resolution will conduct an investigation of the Department of Justice in depth. The approach will not be on a case-by-case but rather on a problem-by-problem basis. It will be fashioned after the Wickersham type of investigation probing fundamental practices by the prosecutor, the courts, and the FBI in the administration of justice.

b. Senator Long's Subcommittee dealing with an investigation of wire tapping and eavesdropping is moving along with hearings to be scheduled early in February.

c. The Senate Judiciary Subcommittee on Constitutional Rights is presently investigating the problem of trial by publicity. The Morse Bills introduced in the 88th Congress banning pre-trial releases to the press by prosecution and/or defendant lawyers have gained extensive support.

Snooping Inquiry — d. The Gallagher Committee — a subcommittee of Government Operations — is engaged in an investigation of governmental snooping; budget appropriated and staff set up.

e. The Moss Committee will complete hearings late in February or early in March on the use of lie detectors.

f. The Senate Internal Security Committee is continuing executive session hearings on wire tapping in the State Department and other government agencies.

Federal Aid to Education—On November 1, President Johnson issued a policy paper calling for "broadening and improving the quality of our school base" by meeting needs for nearly 400,000 new public school classrooms and 800,000 new public school teachers over the next five years. This gives rise to speculation that the Administration will lead a new fight for Federal aid to education at the next session of Congress.

Consumer Legislation—a. Truth in Lending. The powerful loan sharks

still cruise the poorer neighborhoods unmolested. Congress failed to act on a simple bill to force lenders to disclose the actual finance charges involved in small loans.

b. Truth in Packaging. Despite lengthy hearings at which all kinds of false packaging and labelling tricks were exposed, the public is still left to find out the hard way that the "king size" is often the "sucker size."

c. Tobacco Advertising. Bills to curb tobacco advertisement since public disclosure of cancer dangers have failed, except that the FTC has called for warning notices in advertising after July 1, 1965. This leaves the matter over for the next Congress to tackle—or evade.

John Birch

d. Firearms Regulation. A number of so-called "conservative" organizations, such as the "Minutemen," have lost patience with American reliance on the ballot and are calling for a resort to firearms and guerilla warfare against the Government. The New York Times, November 12, 1964, estimated the membership of the "Minutemen" as "a few thousand to 100,000." The current campaign is for an "army of a million operating in guerilla bands of a dozen or so each." Members of the John Birch Society have been fighting the Firearms Statute proposed by Senator Dodd at the Federal level as well as statutes banning firearms at the state and local level. Senator Dodd plans to investigate the "powerful lobbyists" who have prevented gun legislation from being passed.

Transportation Front

Following is a preview of what can be expected on the transportation front in legislative battles shaping up for the 89th Congress.

The Trucking Industry—The American Trucking Association is preparing a full-scale campaign on behalf of its proposal that the Post Office Department use the trucking industry to haul mail.

ATA is also marshaling its forces against highway-user taxes. There is a strong feeling that supporters of highway-user and waterway-user taxes will find sympathetic ears at the White House.

At the same time, the Association is keeping a close watch on the steady influx of railroad-oriented transporta-

tion experts into transportation offices of the Department of Commerce and the Bureau of Public Roads.

The Railroad Industry—Legislative experts within the American Association of Railroads expect the railroad people to follow the same course as in 1964. They look for heavier emphasis on supporting passage of highway-user and waterway-user taxes. They will also be calling some of their forces into state capitals to fight against any new state taxes against railroad property.

Rate Regulation

They will be active on rate deregulation which favors the railroads, and also on pressing for piggy-backing plan No. 3, which the ICC is expected to rule on in 1965.

Railroad leaders pretty much agree with the thinking of the American Trucking Associations that the new transportation message from the White House will not be as strongly oriented towards the railroads as was the 1962 message.

• Beer Drivers Contract

Teamster Local 133 in St. Louis, Mo., scored a major organizational victory in the St. Charles area when agreement was reached for the first union contract at M. R. S. Beverages, Inc., beer distributors.

Lester A. Hussmann, Local 133 secretary-treasurer, said the 2-year agreement is retroactive to Oct. 22 and calls for an immediate wage scale of \$3.525 per hour to be increased a dime in the second year.

The contract also provides for a company contribution of \$8 per em-

ployee to the pension program, and complete coverage in an insurance and welfare program which will equal benefits found in standard brewery agreements.

Other provisos include a guaranteed 40-hour work week and 7 annual holidays, also time-and-a-half for any work after 8 hours.

• Duluth Bus Drivers

Teamster Local 346 in Duluth, Minn., won a 2-day strike with the Duluth-Superior Transit Co., gaining a 3-year contract with wage increases each year and a \$200 monthly pension program.

Frank Demeria, Local 346 president, said 118 bus drivers and related workers were covered by the agreement.

The wage increase over the life of the contract totaled 12 cents while health and welfare payments were increased to \$18 a month per employee. Meal allowances were increased also for charter trip drivers and time and one-half pay was provided for sightseeing bus drivers.

• Arbitration

An arbitrator ruled in favor of a Teamsters Union member in an unusual retirement case recently in which the member, not eligible for a pension, was saved from the discard pile.

Teamster Local 444 in Auburndale, Fla., took the case to arbitration after H. M. Norman was discharged by the Minute Maid Co. when he reached the age of 65.

The company, bound by an agreement to contribute on behalf of its employees to the Central States Southeast and Southwest Areas Pension Plan, was ruled by the arbitrator to be in violation of the seniority provisions of the contract.

Specifically, the agreement provided that normal retirement of Minute Maid employees would be voluntary at 60 years of age. "However," the clause added, "retirement at age 65 shall be mandatory if the employee qualifies for the retirement benefit."

Since Norman was not qualified for the retirement benefits, the arbitrator directed the company to reinstate him to his job and reimburse him for time lost.



Special Report

Higher Interest Rates To Hit Nation's Consumers

CONSUMERS can expect to be confronted with higher interest rates in the next 30 to 60 days as the result of financial manipulations completely beyond their control.

Prediction of higher mortgage costs—and eventually higher prices as an aftermath—on everything from homes to autos and other consumer goods came from Rep. Wright Patman (D-Tex.), chairman of the House Banking and Currency Committee, in the days following a shudder that went through high finance in the United States in late November.

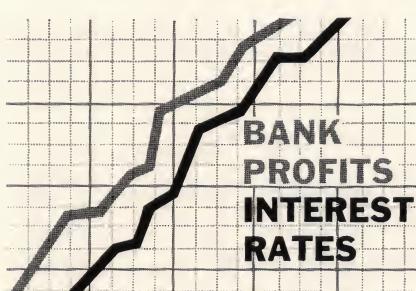
The shudder came after an increase in the British bank interest rate from 5 to 7 per cent. The boost was made to strengthen the English pound note.

Reaction in the United States came in the form of a directive by the Federal Reserve Board, known as the "Fed." The Fed increased its discount rate from 3.5 to 4 per cent. That's the rate which the Fed charges on money it loans to private banks which in turn lend to borrowers.

The reason for the discount rate increase—according to Treasury Sec-

retary Douglas Dillon and Fed Chairman William McChesney Martin—was to discourage American investors from sending U.S. dollars to Great Britain to take advantage of the higher rate of return there.

Rep. Patman declared that the day



of the Fed's discount rate boost, Nov. 23, "was a day of infamy in the annals of American finance."

He added: "This marks the beginning of the end of the longest period of uninterrupted prosperity America has ever known."

Patman said the argument that rais-

ing interest rates 1 per cent against a British rise of 2 per cent was simply an "excuse" to boost American interest rates.

The congressman charged:

"The Federal Reserve, responding to pressure from the large money concentrations that control the American Bankers Assn., is selling our economy down the river."

He predicted that the discount rate boost "will probably cost the American people \$10 billion in interest charges next year, or more than \$400 a family."

Patman explained:

"Interest rates, and therefore prices, will go up on everything. Mortgages on homes, farms, consumer goods and automobiles will cost more because of the higher interest rates. The result, as has been true in the past, will be a marked slowdown in our economic growth."

Patman's fears of a further squeeze on the dollar proved to be well-founded in the next few days.

For one thing, the stock market took a 6-day dive. Dozens of brokers and bankers, remembering that a discount rate increase traditionally signals

a tightening of money, became an apprehensive force on Wall Street. Businessmen began to rush to borrow money at present rates in anticipation of higher rates. The swollen demand exerted pressure and stock prices began to drop.

About this time, 3 small banks in Atlanta, Los Angeles and Beverly Hills boosted their prime interest rates from 4.5 to 4.75 per cent. Then a major bank moved. The First National Bank of Boston, which had



previously led a successful increase in the prime rate of interest, made the same increase. It looked like a snowball was developing.

At this point, President Johnson addressed the Business Council in Washington, D.C., and appealed to banks not to make any "general increase" in interest rates to borrowers.

Johnson said that the Fed's increase in the discount rate did not "justify any general increase in the rates which banks charge their customers."

The President's appeal was strongly worded, similar to those he has voiced for restraint in price and wage increases. Furthermore, his listeners were top executives from many of the nation's largest corporations who act as advisors to the government on a broad range of economic matters.

The First National Bank of Boston capitulated the next day. Acting in what a spokesman called "deference to President Johnson's wishes," the bank rescinded its boost in the prime interest rate—going back to the 4.5 per cent mark.

Escaping the general public was the fact that all the hullabaloo for the moment involved the "prime interest charge" only. The prime rate is that charged to the highest credit risks, such as corporations. All other interest charges to customers generally are scaled from it.

The struggle over money interest was not concluded by any means, however.

As Rep. Patman pointed out, com-

mercial banks already were making plans for raising the cost of loans on a selective basis. There were several methods of doing this.

While prime rates held the line, businessmen with borderline credit ratings for getting the prime rate were facing higher interest charges. Some banks began charging higher rates for other services such as payroll processing. Others increased borrowing costs by cutting down on their list of prime borrowers or by negotiating higher compensating balances.

As the year came to a close, a Roger Blough still had not come forth for the banking industry to do for it what the U.S. Steel leader did when he tried to buck for a steel price increase in 1962 (although the Boston bank made a half-hearted try). When the government halted steel industry plans for an over-all increase in prices, the industry let the turmoil die and later made selective price increases without opposition.

One defender did come forth for the banks in early December and voiced opinions that might grease the way for prime rate increases still to come. He was Sen. Willis Robertson (D-Va.), influential chairman of the Senate Banking and Currency Committee—Rep. Patman's counterpart in Congress.

Speaking at a meeting sponsored by Manufacturers Hanover Trust



Co. in New York City, Sen. Robertson expressed fears of inflationary pressures and renewed his support for a tight money policy. He warned: "Signs are mounting that continued monetary expansion at the high rate of the recent past might be excessive in terms of our productive capacity."

Rep. Patman charges that an increase in prime interest rates at banks across the country—expected now in February or March—will result in a "man-made depression." The banks win, depression or not. Interest on Treasury bills increases when the nation is pulling out of a recession; that is, the federal government has to pay

more to borrow money from banks for its day-to-day operations. The extra cost is eventually paid by the taxpayer.

It is to the bank's advantage to operate with higher prime interest rates, of course, even though they claim that such rates do not mean increased profits.

For example, the investment house of Paine, Weber, Jackson & Curtis reported recently that bank profit margins "tend to rise with increases in interest rates" (New York Times, Nov. 28, 1964). The trade journal, *Bank Stock Quarterly*, noted recently that "tighter credit conditions and resulting high lending rates would have the greatest effect on earnings of New York banks, because their assets, by reason of character and maturity, are most sensitive to interest changes."

Rep. Patman predicted last January that the Fed was on the verge



of increasing its discount rate. He added that congressional hearings disclosed that a rise in interest rates would negate the effects of the recent tax cut.

Striking out at all concerned with the Fed increase, Patman said: "Obviously, money does not automatically follow the will-o-the-wisp of high interest rates in England, or Argentina, or Viet-Nam—it follows a fair return in a safe place and its movement is governed by many factors." He continued:

"The deception employed by our top money marketeers when they used the English increase in discount rate as an excuse to lay the groundwork for ultimate and tragic increase in the already high rate domestically was highly unethical."

Patman asserted that the banker's lobby used the rate increase in England as a "subterfuge." He called it "a gigantic hoax to soak the American people with a rise over here."

In a statement summing up his position in the controversy, the congressman made a plea:

"I would like bankers who are re-

sponsible and good citizens to join with President Johnson, myself, and other American citizens to help eliminate poverty in the richest nation on earth. You don't do this by making the rich richer and the poor poorer with higher interest charges.

"It seems to me strange that at a

time when this nation is fighting to remove poverty that some bankers are fighting to retain poverty by increasing our already high interest rates which could add as much as \$400 a year of interest charges per family in the United States."

ated with a hand-picked trio of workers called in by the management for private talks. The trio brought back a verbal agreement always which the workers could accept or go elsewhere for something better. There was a provision for a company pension plan that was hedged with restrictions and granted only a small sum after 30 years with the company.

After a whirlwind organizing drive, all 31 production workers at Conklin were brought into Local 810. A 2-week strike was necessary to win increases ranging from 55 to 65 cents an hour for the new Teamsters, bringing the pay scales for all—metal workers, drivers, and warehousemen—up to Teamster standards.

Other benefits gained in the 3-year agreement which won unanimous ratification included pensions, full health and welfare coverage, 13 paid holidays, sick leave, job classification, grievance and arbitration language, job security, and improved vacation schedules.

• Cannery Plans

The Western Conference of Teamsters Cannery and Food Processing Council's Policy Committee has set a course aimed at getting the coming session of Congress to remove inequitable provisions of the Fair Labor Standards Act.

Specifically, the council desires to wipe out FLSA exemptions that are detrimental to cannery workers. A need for the remedial legislation was established through hearings of a House Labor subcommittee early last year, but it failed to pass before adjournment of the 88th Congress.

• Soft Drink Pact

Members of Teamster Local 293 in Cleveland, O., ended a 4-month strike against 4 soft drink bottling companies with a 123-to-89 ratification of a settlement.

The final agreement provided for a \$6 weekly base pay increase along with a gain of a half-cent commission for each case of pop sold. The contract was with Coca-Cola, Pepsi-Cola, Cotton Club and Canada Dry bottling companies.

A pact ending the strike against Seven-up had been reached earlier.

Besides wage gains, the agreement also provided for a 40-hour week.

Vote Teamster

Brooklyn Brass Workers Scuttle No-Union Policy

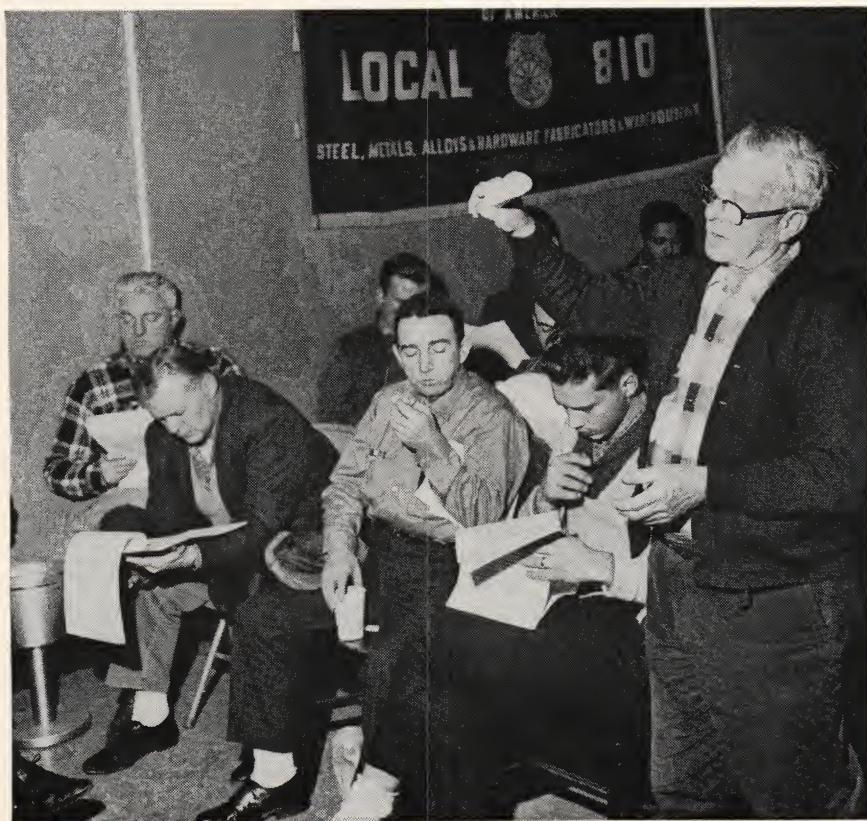
One hundred years of management opposition to trade unionism toppled last month when the employees of T. E. Conklin Brass & Copper Co. of Brooklyn struck for and won recognition of the union of their choice—Teamster Local 810 of New York City.

Milton Silverman, president of Local 810, headed the organizing drive and negotiated the subsequent con-

tract considered to be the best agreement for brass industry workers in the metropolitan area.

Conklin Brass was founded in 1860 and in all its 104 years in business, Conklin management had never sat down with its employees for the purpose of collective bargaining in the true sense of the word.

"Contracts" at the company—such as they were—had always been negoti-



Newly-organized Teamsters employed at Conklin Brass & Copper Co. met at Teamster Local 810's hall to study, discuss and ratify their first union contract—ending the company's non-union policy that had been in force more than 100 years.

These Teamster Members Will 'Curl' Your Hair

ONE of the most unique Teamster units in the land has nearly 60 members working in 10,000 square feet of carpeted space, riff with perfume and decorated tastefully in pastel colors with numerous electrical appliances at hand—all devoted to an emphasis on beauty.

Proof that the Teamsters Union is pleased to represent any group of workers desiring organization was never more literal than at the Chantrey Salon located on the fifth floor of Bamberger's department store in Newark, N.J.

At the Chantrey, about 35 men and 25 women—all members of Teamster Local 866—concentrate on making customers beautiful.

Sound is muffled in the swank salon as the Teamsters cut and trim hair, give shampoos, and create coiffures to suit the desires of women ranging from teenagers to grandmothers. There is a wig department, too.

The Teamsters give manicures, pedicures, facials, and a few work in a special section devoted to eyelashes.

Steady Clientele

Most of the men specialize in hairdos and each has a steady clientele. When the ladies have their hair set, they can sit under a dryer and wait for a maid to serve them tea.

Chantrey provides a room for the employees where they can play cards and read in slack periods between appointments.

Particularly proud of the unusual unit is Andy Contaldi, secretary-treasurer of Local 866. The Chantrey Teamsters observe the contract and are pleased with the benefits of membership.

It wasn't always so. There was a time when the Chantrey beauticians were disappointed with unionism under a federal charter of the AFL-CIO.

Nearly 3 years ago, they decided they wanted better representation and approached Local 866. They went Teamster in short order.

Contaldi is currently negotiating a new agreement with the help of a unit committee, and hopes one day that he can develop a company-wide contract.

The Chantrey Salon is one of 281 such "beauty parlors" established in



Jack Nesbitt, a member of Teamster Local 866, is shown setting a customer's hair on rollers at the Chantrey Salon in Newark, N.J.



Doris Emmons, chief steward for the Teamster unit at the Chantrey Salon, is preparing to comb out a customer's hair after drying.



A. C. Contaldi, Local 866 secretary-treasurer, discusses the shop with Ruth Duvoisin, manager, as ladies get their hair dried.

department stores across the nation and in Europe, and operated by Seligman & Latz, Inc.

All told, there are probably 5,000 beauticians in the chain, catering to the beauty-conscious housewives, career girls, and society matrons in their areas.

• Christmas Fund

Members of Teamster Locals 3 and 46 in New York City will again sponsor the 13th annual distribution of toys and gifts to thousands of sick, crippled, and orphan children during the Christmas holiday season.

Voluntary contributions from the Brewery Workers will underwrite the program as in previous years with the Teamsters planning to personally deliver the gifts to youngsters in various hospitals and orphanages.

• Canadian Gains

Three Teamster local unions in the Province of Ontario, Canada, have come up with hefty new contracts in recent negotiations.

Teamster Local 230 in Toronto

gained a 30-cent-an-hour wage package in a 3-year contract accepted by 800 members employed by 10 ready-mix and building supply firms. The agreement also increased company contributions to welfare by \$1.50, and added a pair of holidays.

Teamster Local 419 gained a first contract providing a 33-cent hourly wage increase for members employed by Associated Cartage. The agreement also included a Health and Welfare Plan comparable to the Central Conference of Teamsters Plan.

Teamster Local 990 in Port Arthur won a \$35 a month wage package for 120 members after a 1-day strike against 3 dairies.

• New Members

Employees of Lockport Pacific (Felt), Ltd., in Vancouver, B. C., have fought off a company's attempt to keep them from joining the Teamsters and union officials are now negotiating a Teamster contract for them.

This Canadian offshoot of the Lockport, N.Y., firm in which defeated vice presidential candidate William

Miller holds a financial interest, sought to fight off Teamster organization by offering each worker a financial bonus to offset the cost of initiation in a company union.

After the Teamsters applied for certification, the company fired two employees, but this action failed to deter other workers from voting for the Teamsters.

N. J. High Court Bars Pre-Trial Statements

In what may well be a preview of things to come, the New Jersey Supreme Court has laid down the law on pretrial statements by lawyers, police and prosecutors in the state.

The court ruled that all pretrial statements about a defendant's innocence or guilt by prosecutors, defense attorneys or police would be banned.

The opinion by Justice John J. Francis—which appeared to bring New Jersey close to the British system of barring pretrial publicity—said:

"Unfair and prejudicial newspaper stories and comment both before and during trial of criminal cases are becoming more and more prevalent throughout the country.

"We interpret (two of the canons of professional ethics) to ban statements to news media by prosecutors, assistant prosecutors and their lawyer staff members as to alleged confessions or inculpatory admissions by the accused, or to the effect that the case is 'open and shut' against the defendant and the like.

"With respect to prosecutors' detectives and members of local police departments, who are not members of the bar, statements of the type described are an improper interference with the due administration of criminal justice.

"The ban on statements by the prosecutor and his aides applies as well to defense counsel. The right of the state to a fair trial cannot be impeded or diluted by out-of-court assertions by him to news media on the subject of his client's innocence."

Driver Honored



George D. Ramsey (left), a member of Teamster Local 299 in Detroit, is shown receiving a plaque and a watch upon the occasion of his retirement after driving over-the-road for 23 years. Making the presentation is Frank Palmer, president of Middle Atlantic Transportation Co., Inc.

Teamster Plays Santa Claus The Hard Way

Willie Hearne, a member of Teamster Local 775 in Denver, has played Santa Claus the hard way for the past 8 years.

Every year, Willie and his wife Codelia, spend their time painting and repairing discarded toys for children in their neighborhood.

Hearne's hobby, if you want to call it that, has reached the point that this past Christmas he provided more than 1,500 gifts for about 780 children.

His Santa Claus mission starts about August of each year when he begins collecting broken toys from people.

In the months before Dec. 25, he and his wife spend their spare time making the toys usable again and wrapping them for youngsters.

Mrs. Hearne also repairs clothing for the same purpose.

Lumber Agreements

Two newly-organized lumber yards in outlying areas of St. Louis, Mo., have signed contracts with Teamster Local 682 providing substantial wage increases and greatly improved fringe benefits for their employees.

Gene Walla, president of Local 682, said the new contracts are with the Wagner Store and Lumber Yard at Festus, Mo., and the Holekamp Lumber Co., of Grey Summit, Mo.

Walla said the Wagner agreement provided for an immediate 32-cent hourly wage increase over the previous scale to be increased to 10 cents in 1965 with an additional dime in the third year of the contract.

Other gains were provided in payments to the health and welfare fund, pension fund. There were sick leave provisions and an improved vacation schedule.

The 1-year contract covering drivers for Holekamp Lumber contained a 15-cent hourly wage increase in addition to an immediate payment of \$5 per week into the pension fund, to be increased a dollar before the contract expiration date.

The contract also contained provisions for sick leave and participation in the local union's health and welfare program.

• Back Pay Award

Ten members of Teamster Local 452 in Denver were awarded nearly \$4,000 in backpay recently by an arbitrator in a landmark decision involving the guaranteed work week at Montgomery Ward & Co.

The arbitrator ruled that the mail order house violated the union contract when it reclassified employees from regular full time status to part time employees.

Local 452 filed the grievance after the 10 members were told by management that they could work only 20 hours in jobs that previously required 37 to 40 hours a week. The union contended the company was attempting to establish a part time operation by hiring additional part time employees for positions previously held by the regular workers.

Besides the backpay, the arbitration award stipulated that the Teamsters should be reinstated to their regular status as full time employees of the company.

• Cyberstudy

For the first time in any college anywhere in the United States, a course on the nature of automation and its effects on mankind will be given at San Jose State College. The

course will be titled, "Cybernation and Man."

It is intended to explain, the college says, the "silent conquest of automation and new technologies on humanity—and the vast social, political, economic and other human problems that are the consequence of men being replaced by machines—particularly if this happens faster than new jobs are created."

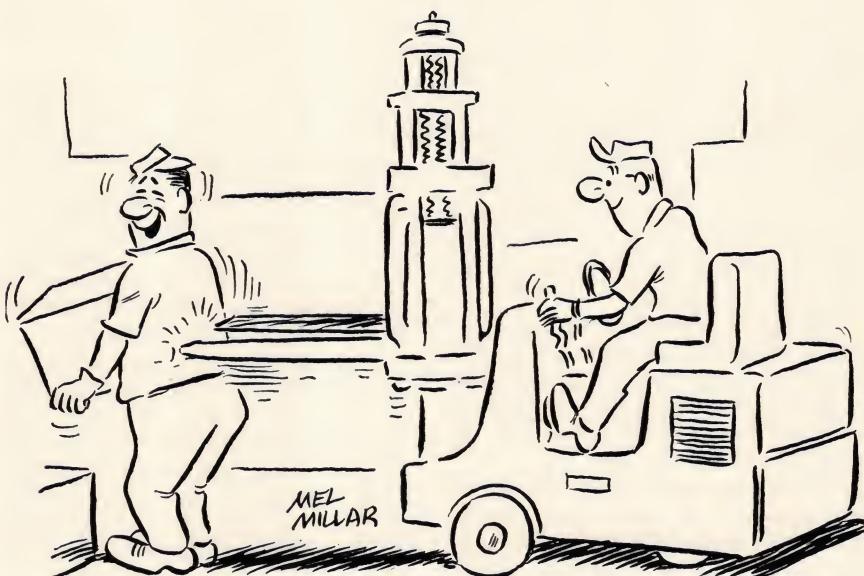
There is even the question that is fundamental to the entire program, the college points out, whether there will ever be jobs to replace those which are wiped out.

• Subcontracting

The U.S. Supreme Court has ruled that a company must bargain with the union before subcontracting work which was previously done by members of the union.

In a case involving the Fibreboard Corp., Emeryville, Calif., Justice Warren delivered the unanimous opinion, saying:

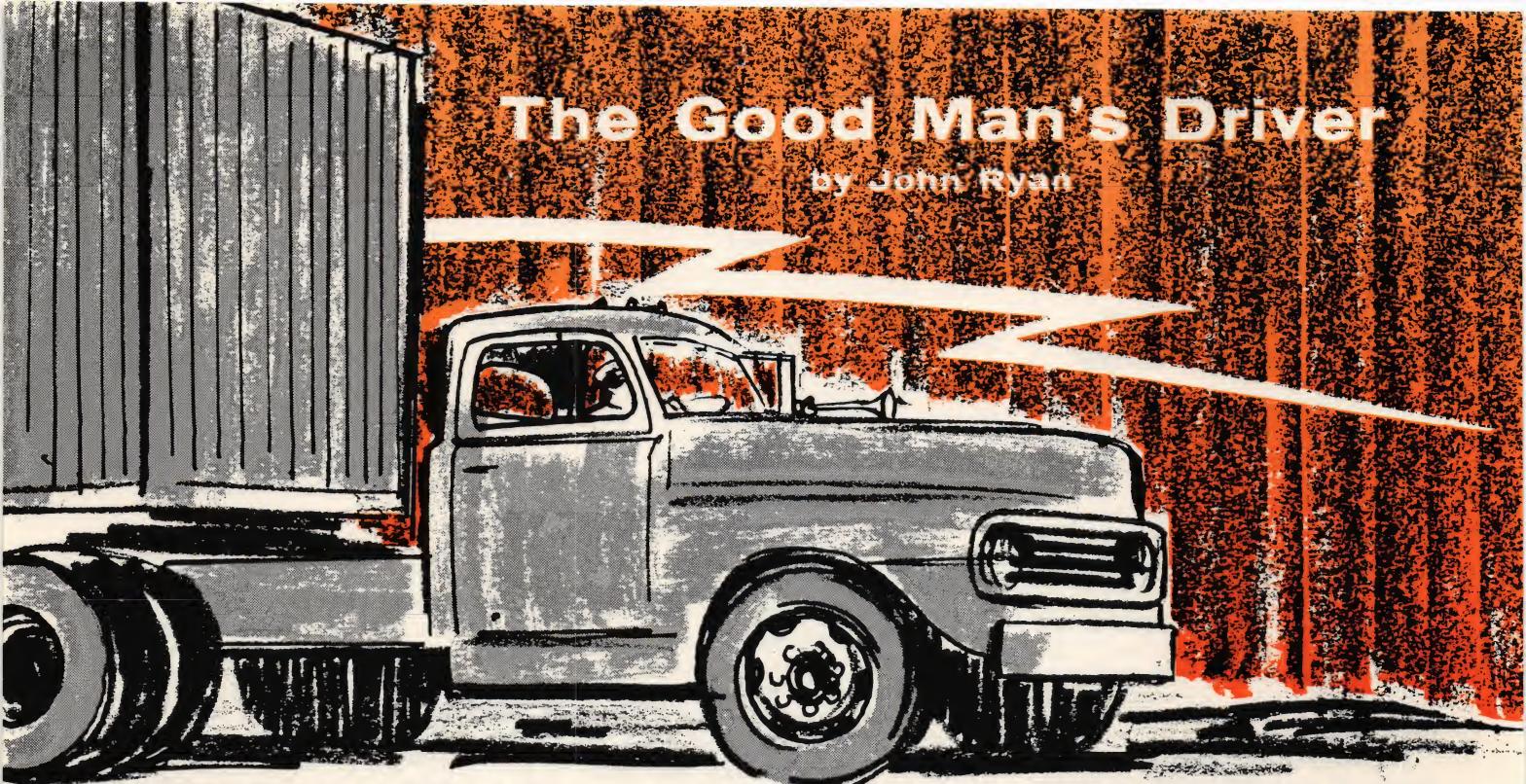
"We agree . . . the 'contracting out' of work previously performed by members of an existing bargaining unit is a subject about which the National Labor Relations Act requires employers and representatives of their employees to bargain collectively."



AH-H-H-H Now, Joe, a little to the left and up a bit, please!

The Good Man's Driver

by John Ryan



The rain had stopped falling. I was thinking, as my rig rolled along, "It would have been better driving if it had continued to rain." Because of the kind of muggy, dark night it was, there was bound to be ground fog which is always mean to drive in.

Just about that time my headlights picked up what proved to be another rig that was really cracked up. I got my outfit off the road and stopped as quickly as possible. I stuck out a lighted fuzee, turned my spotlight straight up in the air. I then ran up to the other rig, not knowing what I would find and fearing the worst, but there didn't seem to be anyone in the smashed and twisted cab. I flashed my light around and about twenty feet ahead I saw the driver. When I got to him, he, like his tractor, looked twisted and torn. I bent over to see if I could tell if he were still alive. To my surprise he spoke—a simple "Hi!". I said, "Take it easy, buddy, I'll get someone to call for an ambulance as soon as the next vehicle comes along." It was then that I realized how dead the traffic flow was that night.

But at almost that instant lights of an approaching truck came into sight. I flashed him to a stop and quickly told him to get to a phone as fast as he could and call an ambulance and also the law.

I then returned to the driver on the ground. He said, "Old buddy, how about kind of propping my head up a little, and do you have a smoke

on you?" I lighted a cigarette and put it in his mouth, but said, "Do you think I should move you?" He attempted a smile and said, "It won't matter now, just rest my head on your leg. Thanks for the smoke." I didn't like to, but I did as he asked.

I sat down and had just eased my leg under his head when thunder rolled across the black sky and lightning flashed like a cat-o'-nine tails all over the heavens. He kind of winced a little and said, "It sounds like even the Good Man's drivers are denting a few fenders tonight." I said, "Yes, it can happen to the best." He dropped his cigarette and said, "I wonder if I'll be good enough to drive for Him?" I said, "You will drive here again before that. Where the hell is that ambulance?"

He kind of coughed and said, "Don't bet on that." I said, "Don't try to talk, just rest and save your strength." He said, "No, you don't have to try make me feel better, and I want to talk. I know this was my last ride as a driver." He paused for such a long time that I thought he was gone. Then he started talking again, kind of slow and weak.

"I guess I dozed off for a minute. When I woke up, tried to straighten her out, but somehow lost her. She was a good tractor, too. Got twenty years in, been gonna quit, somehow knew this is the only way I would. But you know? I don't think it makes no difference how you go, it's how you drive while you are here."

He stopped for a while then went on, "You know? I'm not afraid, kind of hate it that I tore the rig up, com-

pany always kept good equipment. That load on there, too. That's one hot load that will be cooled off when they get it. Never got in the habit of running late. I think I am a little late now. In case I forget it, thanks."

I said, "That's O.K., but since you want to talk, is there anything you want me tell anyone?" "No," he says, "I have always been somewhat of a 'loner'. Have no family, just you guys in the same business, I always think of you fellows as my family, pretty good family, too. Will you give me another smoke?"

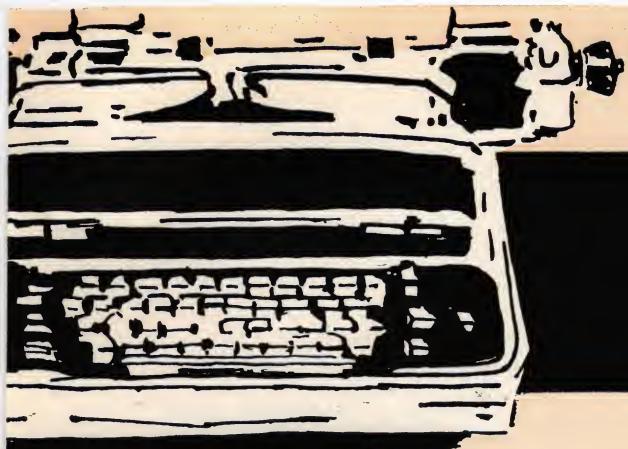
I lit a cigarette and reached it toward his mouth. I felt him relax, his head rolled over against me. I knew then that he would never get that last smoke. I knew he was gone but I just sat there and held him.

I didn't see the ambulance until it was there. I am not sure if it was that foggy or if I was too deep in thought. I told them I was sure he was gone. They checked and said he was dead, wrapped him in a blanket and loaded him in the ambulance and drove away.

I stood there a few minutes, then decided I had better get to rolling. After a couple of hours the weather cleared, and I was moving along good. To my left and from behind me, it seemed to come and pass me—a whiplash streak of lightning. It seemed to momentarily blink off and on as it passed.

I flinched a little and thought to myself, "He was out of living time; but his log book said that he still had driving time." I flicked my headlights off and on and whispered, "Take it easy, good luck and goodby."

Brother Ryan is a driver for Quinn-Eastern Freight-Line. He is a member of Local 491.



FOR YOUR INFORMATION

..... THE SAME OLD TRICKS were in the bag of proposals for economic progress as opened by the National Assn. of Manufacturers at the close of the year. The NAM urged more tax relief for the corporate rich, suggested that labor cost increases must be avoided by "redressing the legal balance of power between employers and organized labor," and came out against any further increases in the legal minimum wage.

..... THERE IS an estimated \$22 billion in the Social Security Fund, according to Robert M. Ball, commissioner of Social Security. Ball estimates that the fund will contain about \$55 billion by 1975. By the end of the century, the fund is expected to hold about \$100 billion.

..... A GUARANTEED MINIMUM INCOME as a "matter of right" for all Americans was urged recently by the National Association of Social Workers which has 40,000 members working close to poverty and deprivation. Until programs of rehabilitation, training, and education can be created to help the unemployed, said the NASW, "an adequate standard of living must be provided for all Americans."

..... CONSUMERS spent an estimated \$80 billion for food in 1964, according to the U. S. Agriculture Department. The sum was a 5 per cent increase over food expenditures in 1963. The federal department predicted that food expenditures probably will continue to increase in 1965, but at a slower rate.

..... A THREAT has been voiced by the U. S. Chamber of Commerce that if the Administration comes up with a program to protect consumers "the business response will surely be antagonistic." That was the nub of the Chamber's weekly newsletter called "Washington Report" on a special review of consumer conferences held around the country by Mrs. Esther Peterson, the President's Special Assistant on Consumer Affairs.

..... ANSWERING BIG BUSINESS criticisms of the National Labor Relations Board, Chairman Frank W. McCulloch said recently that if businessmen would only comply with the law the NLRB would have little or no work to do. As things stand now, said McCulloch, the vast majority of complaints filed with the Board "are in areas of interference, restraint and coercion, discrimination and refusal to bargain."

..... HEADING THE LIST of states with the highest percentage of impoverished families is Mississippi, according to the Welfare Department. Median family income in Mississippi was \$1,260 in 1963. Other states in the top 10 "most impoverished" were: Arkansas, South Carolina, Alabama, Tennessee, North Carolina, Kentucky, Georgia, South Dakota, and Louisiana.

..... WORLD POPULATION at the middle of 1964 was an estimated 3,283,000,000, according to the United Nations. The world population, increasing at the rate of about 65 million a year, is expected to hit 4.3 billion by 1980. The least developed areas are experiencing the greatest population explosions, led by Asia with at least 56 per cent of the world's population.

..... SO RAPIDLY have occupations emerged and job identification changed in the United States that the new edition of the U. S. Employment Service Dictionary of Occupational Titles—to be published this spring—will contain about 6,000 jobs that were not present in the preceding edition. In total, the Dictionary will define nearly 25,000 jobs.

..... NET INCOME after taxes of freight forwarders decreased 35.6 per cent from the first half of 1963 to the first half of 1964, according to the Interstate Commerce Commission. That was a drop from \$3,073,142 to \$1,979,208. The reporting group included 58 freight forwarders with annual revenues of \$100,000 or more.

..... CONSTRUCTION ACTIVITY in 1965 is expected to hit a record \$68.2 billion, according to the Commerce Department. The federal agency predicts that total private construction outlays this year amount to \$47.4 billion while publicly-owned construction will total an estimated \$20.8 billion. If the predictions hold true, new records will be set.

..... CONSUMERS should pay \$11 billion less for their electric power needs in 1980, according to a survey just released by the Federal Power Commission. Last year the nation's total electric power bill was \$14 billion. The FPC thinks this can be reduced through the years. Still unanswered, however, is whether the FPC and state regulatory agencies can get utilities to pass expected savings on to their customers.

..... UNIONS are all to blame for job losses due to technological advances asserted a spokesman of the National Assn. of Manufacturers at a recent international conference on the manpower implications of automation. Dr. Patrick Boarman of the NAM said that "if" automation is a major cause of unemployment, it is largely because of labor cost pressures exerted on managements by unions and government.

..... THE UTAH Supreme Court has affirmed a denial of unemployment compensation to workers who refused their employer's offer of other employment at reduced pay when they faced a layoff because of a reduction in work at their regular jobs. Some of the workers at the Columbia Geneva Division of United States Steel Co., accepted the pay reduction which ranged between 15 and 20 per cent.

..... A MACHINE has been invented to imitate muscular motion. It consists of 2 small wheels connected by a fiber yarn. One part of the yarn is placed in a tank of salt water, making the fiber contract. A second section of the yarn is in pure water, which causes the fiber to expand. The yarn, a plastic, is capable of raising and lowering weights—in other words, converting chemical energy into mechanical energy.

..... PREDICTIONS for car and truck sales in 1965 range as high as 10 million units. Spokesmen for General Motors predict in excess of 9.2 million units, Chrysler expects 9.5 million units, and Ford anticipates more than 10 million. Truck sales estimates range around 1.5 million units.

WHAT'S NEW?

Convex Mirror Eases Rack Drive-Ons

By means of a new convex mirror, one man can easily and safely drive a vehicle onto lift or alignment rack. A clear view of front wheels, rack, and sides of vehicle is provided by the 30 by 20-inch mirror from a Rockford, Illinois, distributor.

Touch-Up Paints in Aerosol Cans

Over 250 automotive paints for perfectly matched touchups for American Motors, Chrysler, Ford and General Motors passenger cars are available in aerosol cans from Pennsylvania. As a special feature, the cap contains a tamper-proof seal and an emery cloth.

New Belt Dressing Increases Power

It is claimed that a new belt dressing increases power up to 50 percent on all belt drives. In addition, the dressing cleans, conditions and protects belts of any type or material.

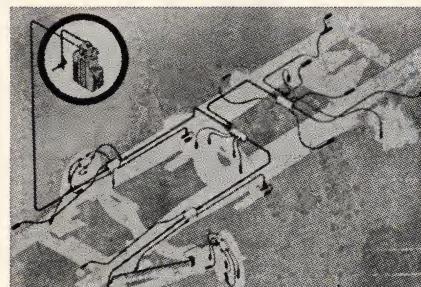
Multiple Uses of Gooseneck Light

A versatile and ingenious gooseneck light from New York has a variety of uses. Mounted on the dash, it can serve for map-reading or log-keeping. When mounted under the hood, it becomes a permanent trouble light. It is also handy in a car trunk.

Plastic Grating For Safe Flooring

From Massachusetts comes a line of plastic floor grating that the distributor claims is fire-retardant, non-conductive and non-corrosive. It is recommended for use where metal flooring might be a hazard, particularly where electricity or highly-volatile liquids are employed.

Automatic Chassis Lube Mounted on Vehicle



Continuous, automatic chassis lubrication on tractors and trailers while in operation is provided by a vehicle-mounted chassis lube system from Indiana. The system uses a steady stream of low-pressure air to create oil vapor for distribution to lube points.

Infra-Red Device for Highway Resurfacing

Through the use of infra-red heat, highways can be repaired or resurfaced without burning the asphalt. In refinishing worn or cracked asphalt, removing bumps or making permanent pot-hole repairs, an 8-ft-wide, trailer-mounted unit directs 1,200,000 Btu onto the damaged surface. The heat penetrates to 2 inches in depth without burning the asphalt and cracks and bumps can be raked and rolled to a smooth surface. In repairing pot holes, the patching material blends into the hot surface. Moisture can't form underneath to wash the patch away or freeze up and force it out of the hole.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

Underground System Drains Off Gases

An underground exhaust system is designed to carry off deadly carbon monoxide gas from enclosed work areas. Retractable tubes are installed in flush-mounted floor guides leading into the underground exhaust pipe. In use, the tube is pulled from the guide and connected to the tailpipe. The system is available in various capacities.

Rebuilds Spindle Threads with Wrench

In the shop or on the road, a new rethreading tool rebuilds damaged spindle threads in minutes. The wrench fits any Timken, Shuler or Standard Forge axle and other models are available from the Illinois manufacturer.

Flaws Detected With Spray Dyes

Microscopic flaws in metal, plastic and glass are detected by means of spray-on dyes and by lifting the pattern onto a tape strip, a permanent record can be kept. A complete kit of this high-resolution penetrant is distributed from Chicago.

Convenient, Versatile Variable-Speed Drill

With a flick of the wrist, a new variable-speed drill changes from one speed to another without loss of power. Equipped with a 1/2-hp air motor, the tool replaces several fixed-speed units and weighs less than 4 pounds.



LAUGH LOAD

Just Like Him

When the office efficiency expert died, six of his employees were asked to serve as pallbearers. That night, one dreamed that as they carried the casket down the aisle, the deceased suddenly sat up. When the man related his dream to the others, one asked: "Did he say anything?"

"He sure did!" exclaimed the dreamer. "He said that if we'd put rollers on the casket, he could have fired five men!"

Pun Fun

Sign (posted by the new grammar school): "Use your eyes and save the pupils."

Matter of Time

A man was seated on a train beside a boy who was proudly playing with a cheap watch.

"Does your watch tell the time, sonny?" inquired the man with an indulgent smile.

"No, sir," was the serious response. "You gotta look at it."

At Large

Pool hall citizen—During the election, I went all over the neighborhood kissing babies, kissing young girls, kissing mothers, kissing everyone.

Sidewalk civic leader—What office were you running for?

P.H.C.—Oh, I wasn't running for any office, I was just out for the smooching.

Last Word

The lecturer was a celebrated doctor of law, and his talk was to be on "Fools." The chairman, who was something of a wit, stood up to introduce him.

"Ladies and gentlemen," he said, "we are now to have a lecture on fools by one"—he paused and there was loud laughter before he resumed—"of the wisest men in the country."

The lecturer then rose to speak. "Ladies and gentlemen," he said, "I'm not half so big a fool as the chairman"—he paused and again there was loud laughter—"would have you suppose."

A True Gentleman

Judge: "Your wife claims you haven't spoken to her in five years. Why is that?"

Man: "I didn't feel I ought to interrupt."

That Showed Him

Two trucks met on a country road just wide enough for one. The first driver, a scrawny little man, leaned out of his cab.

"Turn out, you!" he shouted, "if you don't, I'll do to you what I did to the last guy who wouldn't turn out for me!"

The second driver was muscular and weighed almost 200 pounds, but did not care to have trouble. He pulled out. As the other driver's truck rumbled by, he yelled, "What did you do to that other guy?"

"Turned out for him!"

Unjustified

Secretary to Office Manager: "I've taken all the criticism of my work that I'm going to take! How do you spell 'quit'?"

You Cat!

Steno May: "Last night my boy friend looked at me and told me he was going to marry the most wonderful girl in the world."

Steno Fay: "That's a shame . . . after you two have been engaged for two years!"

Wow!

"My wife's a wonder," said Mr. Higginbotham. "Last winter she knitted me socks out of an old bathing costume, and this summer she's knitted a bathing costume for herself out of my old socks."

Touché

Two dairies were engaged in an advertising war in a western city. One of the companies engaged a daredevil racer to drive a car around town with large placards, reading:

"This Daredevil Drinks Our Milk."

The rival company came out with placards, twice as large, reading:

"You Don't Have to Be a Daredevil to Drink Our Milk."

Good Deal

The dilapidated old car eased up to the toll bridge.

"Seventy cents," said the attendant.

"Sold," answered the driver, wearily.

Too Modest

An actress thought she had an excellent plan for keeping her diamond necklace safe. She always left on her dressing table with a note: "This is only an imitation. The real necklace is kept at the bank."

But one night she found it gone and in its place this note: "This necklace will do, thanks. I'm only a substitute myself. The burglar who looks after this territory is away on vacation."

FIFTY YEARS AGO

in Our Magazine

Vol. XII

(From the January, 1915, issue of the TEAMSTER)

Number 1

Priest Defines A "Living Wage"

Dr. John A. Ryan, a Catholic priest and professor in the St. Paul seminary, in his book, "The Living Wage" (p. 150), after a careful investigation of all the elements involved, concludes that \$938 is the least amount that a worker should have in order to provide his family with a decent living.

Frank Streighoff, professor in the DePauw University, has also investigated this subject. He estimates that "the extreme low limit" would be \$650 a year.

Scott Nearing, of Columbia University, estimates, in his "Financing the Wage Earner's Family" that from \$700 to \$850 a year is absolutely necessary.

Taking an average of these estimates, then, \$787 a year is required for each family of workers to supply them with the ordinary necessities of life.

The average wage of the working class in America is \$518 a year in the manufactures, \$500 a year in mining, and \$537 a year in farming.

The working class on the average is falling short more than \$250 a year of a sufficient income to enable them to live a decent life.

Teamsters Jurisdiction Spreads

An Editorial

The Old and The New World

We wish a happy and prosperous New Year to all our members throughout the United States and Canada. This expression might seem commonplace, but we mean it just the same. Our organization is prospering and shows better this year than last.

The moral condition of our membership is improving, year after year.

This is a hard, trying winter. Prices of foodstuffs are higher; living is more expensive; non-employment prevails, but in the face of all this, agreeing to the existence of this condition, civilization is advancing, and our general conditions are better than ever before.

When we look at the conditions prevailing in the old world, where civilization was first centered, where the doctrine of brotherhood and good-will was first preached, when we hear of the almost indescrib-

Surely here is a matter worthy of the attention of the greatest statesmen as well as every true lover of humanity.

News & Views from the Locals

The General President the other night, while addressing the Joint Council of Albany and Troy, N. Y., was pleased with the enthusiasm displayed by our officers there.

Hope for the future seemed to be the guiding star of the local unions of Massachusetts. As in all other districts, non-employment prevails, but still our unions are holding their own, and the joint council and local unions are working hand in hand.

The lockout is still on in Stockton, Calif. Our members

able conditions that now prevail, as depicted in the press of the nation, we have every reason to rejoice at the conditions that surround us in our immediate neighborhood and especially in our country. After all, the greatest gift in life, or the greatest blessing that can obtain for the individual, is peace with himself, that is, peace, and honesty, and contentment, springing from a sense of justice between the individual and those closely associated with him. The fact that a man believes in his own heart that he is doing the right thing day after day, and that he is going to try to do better if possible, is the greatest enjoyment that the individual can possess. We ask you, if you have this feeling. Very true, the world can not be made perfect, and the individual human being will always possess some weakness, but each one of us can try, even if we fail, try again, to do better than before.

Bakery, Laundry Drivers Join Up

Our International starts the New Year off with a bang with a report that the AFL convention, held in Horticultural Hall, Philadelphia, November 9, 1914, approved a report assigning all laundry and bakery drivers to our jurisdiction.

President Tobin, in commenting on the almost unanimous vote for the report, called this "a splendid victory for our organization."

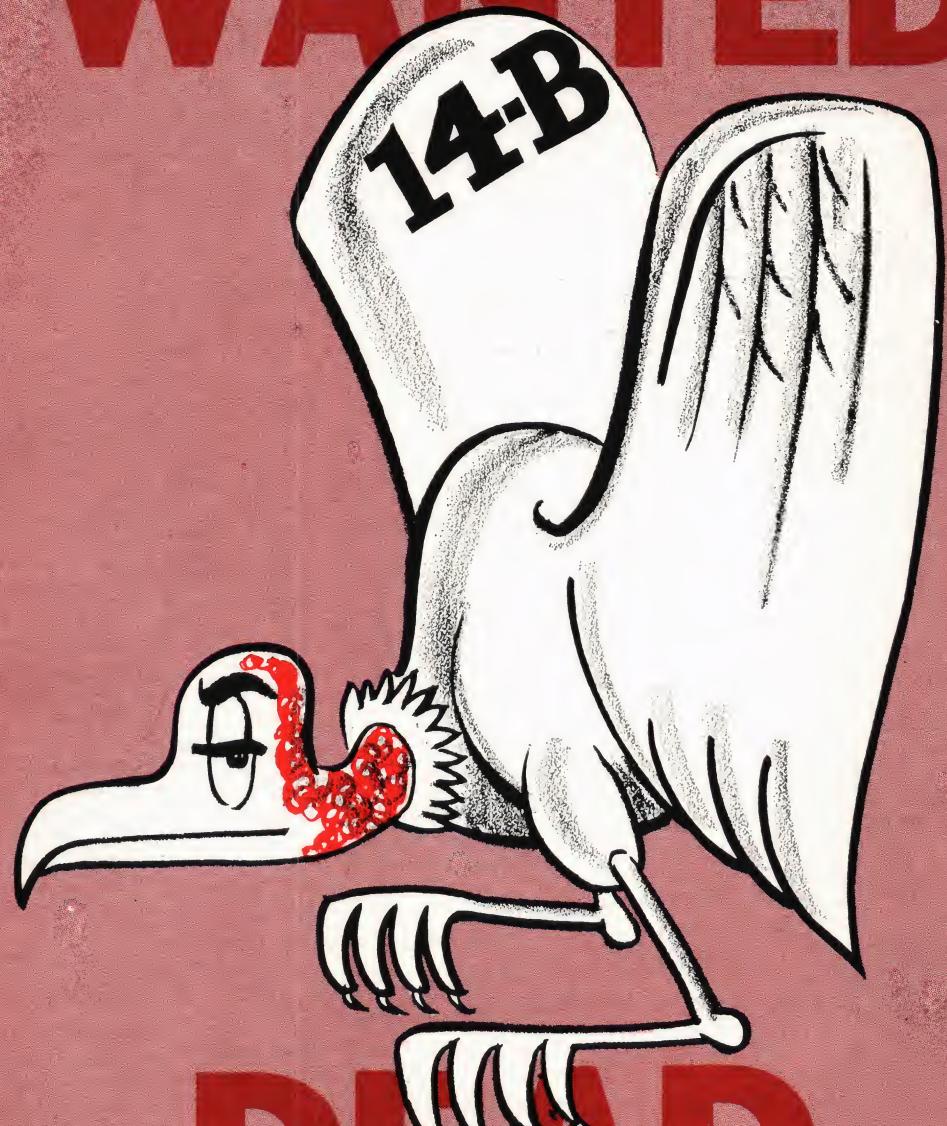
The report called on the president of the American Federation of Labor "to issue a circular to all central labor unions and State federations with full instructions as to the jurisdiction held by the Teamsters, giving notice that local unions having within their membership men who should belong to the Teamsters, shall not be seated (at the convention)."

In other convention business, a San Francisco was chosen as the next convention city. All officers were reelected and the salary of the president raised.



British troops go over the top as the Dardanelles Campaign gets under way. The Allies hoped to open communications from the Mediterranean into the Black Sea with a view to assisting Russia. Campaign against the Turks began in Feb., 1915, and ended in disaster by the end of the year when the British withdrew, leaving heavy casualties on both sides.

WANTED



Section 14(b) is the "daddy" of so-called "right to work" laws. It was born in 1947. Millions on millions have been spent to keep it alive. Just about every time the voters have had any say, they've kicked it in the teeth.

It gives the scab a free ride at the expense of union members.

Now is the time to do away with this vulture. It has been a ball and chain on good union members long enough.

Write your Congressman and your Senators. Tell them you've had enough of this vulture.

DRIVE



He won't die without your help!